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**DETERMINANTS OF RETIREMENT CONFIDENCE AMONG
WORKING ADULTS IN NORTHERN REGION OF
PENINSULAR MALAYSIA**



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**DOCTOR OF PHILOSOPHY
UNIVERSITI UTARA MALAYSIA**

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**DETERMINANTS OF RETIREMENT CONFIDENCE AMONG WORKING
ADULTS IN NORTHERN REGION OF PENINSULAR MALAYSIA**

By

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**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
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Pusat Pengajian Perniagaan Islam
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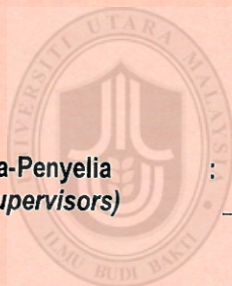
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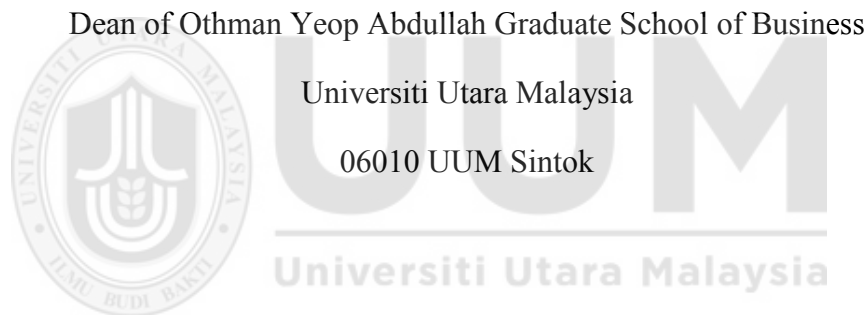


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ABSTRACT

Retirement confidence among working adults has been highlighted as one of the major concerns of every nation in the world due to rapid growth of the aging population. As a developing nation, this issue has also impacted Malaysia. Therefore, this study is aimed to identify determinants of retirement confidence among Malaysian working adults, guided by the Theory of Planned Behaviour (TPB). The independent variables were demographic (gender, age, education, income) and the retirement planning factors were (expected retirement age, financial practices, financial literacy, attitudes towards retirement, goal clarity of retirement, financial socialisation, insurance planning). The mediator variable of this study is the intention to plan for retirement. The quantitative method with stratified random sampling technique was applied and data was collected through questionnaires from the government and private sector employees. The sample of this study consisted of 567 public and 542 private sector working adults from the northern region of Peninsular Malaysia. Using SPSS analysis, this study revealed significant differences in retirement confidence between gender based on living area (urban and rural), age cohort, education and monthly income among working adults from the government and private sectors. Goal clarity of retirement was found to be the prominent predictor of retirement confidence among working adults followed by financial literacy, attitude towards retirement and financial socialisation. On the mediation relationships, intention to plan for retirement was found to partially mediate the independent variables and retirement confidence. The findings of this study provides essential insights to policy- makers, employers, future retirees and young working adults in developing effective financial planning strategies such as designing retirement-based financial products and providing financial-based education programmes. This is aligned with the Malaysian National Financial Blueprint to promote financial capability as an essential skill in facing retirement life confidently.

Keywords: Retirement planning factors, intention to plan, retirement confidence, working adults, Theory of Planned Behaviour.

ABSTRAK

Isu keyakinan persaraan dalam kalangan pekerja telah diketengahkan sebagai suatu masalah yang serius bagi kebanyakan negara di dunia berikutan peningkatan pesat populasi berusia. Sebagai sebuah negara membangun, isu ini juga telah memberi kesan terhadap Malaysia. Sehubungan itu, tujuan kajian ini dilakukan adalah untuk mengenal pasti faktor-faktor penentu keyakinan persaraan dalam kalangan pekerja di Malaysia berpandukan Teori Tingkah Laku Terancang (TPB). Pemboleh ubah tidak bersandar dalam kajian ini terdiri daripada ciri demografik (jantina, umur, tahap pendidikan, jumlah pendapatan) dan faktor perancangan persaraan (jangkaan umur persaraan, amalan kewangan, literasi kewangan, sikap terhadap persaraan, matlamat persaraan yang jelas, sosialisasi kewangan, perancangan insurans). Pemboleh ubah pengantara dalam kajian ini adalah niat untuk merancang persaraan. Kaedah kuantitatif dengan menggunakan teknik persampelan rawak berstrata telah digunakan dan data dikumpul melalui borang soal selidik terhadap pekerja sektor kerajaan dan swasta. Sampel kajian pula terdiri daripada 567 orang pekerja sektor kerajaan dan 542 orang pekerja sektor swasta dari kawasan utara Semenanjung Malaysia. Berdasarkan analisis SPSS, dapatan kajian ini menyokong perbezaan yang signifikan dalam keyakinan persaraan dari aspek jantina berdasarkan tempat tinggal (bandar dan luar bandar), kumpulan umur pekerja, tahap pendidikan dan pendapatan bulanan dalam kalangan pekerja sektor kerajaan dan swasta. Matlamat persaraan yang jelas didapati menjadi faktor utama yang mempengaruhi keyakinan persaraan dalam kalangan pekerja sektor kerajaan dan swasta diikuti dengan literasi kewangan, sikap terhadap persaraan dan sosialisasi kewangan. Manakala dari segi hubungan perantaraan, niat untuk merancang persaraan didapati menjadi pengantara separa bagi pemboleh ubah tidak bersandar dengan keyakinan persaraan. Penemuan kajian ini akan memanfaatkan penggubal dasar, majikan, bakal pesara dan para pekerja muda dalam membangunkan strategi perancangan kewangan yang berkesan seperti merangka produk kewangan persaraan dan menyediakan program pendidikan berasaskan kewangan. Hal ini sejajar dengan Rangka Tindakan Kewangan Nasional Malaysia dalam menggalakkan keupayaan kewangan sebagai kemahiran yang penting untuk menghadapi kehidupan persaraan dengan lebih yakin.

Kata kunci: Faktor perancangan persaraan, niat untuk merancang, keyakinan persaraan, pekerja dewasa, Teori Tingkah Laku Terancang.

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LIST OF ABBREVIATIONS

ATTR	:	Attitude towards Retirement
BNM	:	Bank Negara Malaysia
DOSM	:	Department of Statistics Malaysia
EPF	:	Employee Provident Fund
ERA	:	Expected Retirement Age
FL	:	Financial Literacy
FP	:	Financial Practices
FS	:	Financial Socialisation
GCR	:	Goal Clarity of Retirement
HSBC	:	Hong Kong and Shanghai Banking Corporation
IP	:	Insurance Planning
ITPR	:	Intention to Plan for Retirement
LCH	:	Life Cycle Hypothesis
RC	:	Retirement Confidence
RPF	:	Retirement planning factors
R ²	:	R Square
SD	:	Standard Deviation
Sig	:	Significant
SLT	:	Social Learning Theory
TPB	:	Theory of Planned Behaviour

CHAPTER ONE: INTRODUCTION

1.1 Chapter Overview

This chapter discusses issues related to retirement confidence among working adults in Malaysia. It begins with the background of the study which explains the current scenario of the issue, followed by the problem statement which the study would be highlighting, research questions and research objectives and the scope as well as significance of the study. At the end of the chapter, it further highlights the definitions of all variables involved in the research and provides the organization of the thesis.

1.2 Background of the Study

The growth of the aging population in many countries around the world will impose new challenges to their governments (Annink, Gorgievski, & Den Dulk, 2016). Moreover, there are major demographic changes in population due to a reduction in birth rate and an increase of life expectancy in many countries. According to Table 1.1 below, the population aged 60 years and above in the world was 962 million in 2017 and this number is predicted to be doubled by 2050 (United Nations, Department of Economic and Social Affairs, Population Division (2017). This situation will lead to an increased share of the population in every country for aspects including labour, the demand of goods and services, as well as social protection. Thus, it is important for the government in every country to design and implement policies to address issues faced by the aging population. Consequently, many governments in the world are required to work on the policies with regards to social protection which includes pension benefits, flexible

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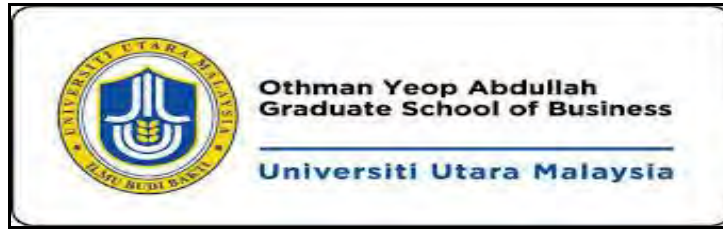
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APPENDIX 1



Dear Sir/ Madam,

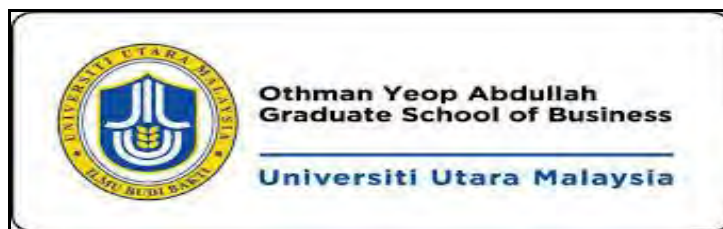
I am a PhD candidate at the Universiti Utara Malaysia and I am conducting a study entitled ***“Determinants of Retirement Confidence among Working Adults in Malaysia”***. I need your help in ensuring the success of this study. This questionnaire is divided into **two (2)** parts. You are required to answer all questions. It will take approximately **20-30 minutes** to complete the questionnaire. Kindly please complete the questionnaire and return it in the enclosed envelope. Your response will be treated in the strictest confidence and will be used for academic purposes only.

For further information, please do not hesitate to contact me at 019-4251016 or email at s93772@student.uum.edu.my.

Thank you in advance for your kind cooperation.

Sincerely,

Arunagiri a/l Shanmugam
Othman Yeop Abdullah,
Graduate School of Business,
Universiti Utara Malaysia,
06010 Sintok, Kedah.



Tuan /Puan,

Saya adalah calon PhD di Universiti Utara Malaysia dan sedang menjalankan satu kajian bertajuk **“Keyakinan menghadapi Persaraan di Kalangan pekerja-pekerja Malaysia”**.

Soal selidik in mempunyai **dua (2)** bahagian. Anda dikehendaki menjawab semual soalan. Soal selidik akan mengambil masa **20-30 minit** sahaja. Sehubungan dengan itu, saya amat berbesar hati sekiranya tuan/puan dapat melengkapkan soal-selidik ini dan mengembalikan kepada saya dalam sampul surat yang disertakan. Maklumbalas tuan/puan adalah sulit dan akan digunakan untuk tujuan kajian akademik sahaja.

Jika terdapat sebarang pertanyaan atau kemusykilan, tuan/puan boleh menghubungi saya di talian 019-4251016 atau e-mel s93772@student.uum.edu.my.

Kerjasama tuan/puan amat dihargai dan saya dahulukan dengan ucapan terima kasih atas penglibatan tuan/puan dalam menjayakan kajian ini.

Yang benar,
Arunagiri a/l Shanmugam
Othman Yeop Abdullah,
Graduate School of Business,
Universiti Utara Malaysia,
06010 Sintok, Kedah.

PART 1/BAHAGIAN 1

For each statement, please **CIRCLE** your answer by using the following rating scale.
Bagi setiap pernyataan berikut, bulatkan jawapan anda berdasarkan skala yang diberikan.

1 = Strongly Disagree	2 = Disagree	3 = Moderately Agree	4 = Agree	5 = Strongly Agree
<i>1 = Sangat Tidak Ssetuju</i>	<i>2 = Tidak Setuju</i>	<i>3 = Sederhana Setuju</i>	<i>4 = Setuju</i>	<i>5 = Sangat Setuju</i>

A: Retirement Confidence/ Keyakinan menghadapi Persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	I set aside some money every month for my retirement. <i>Saya memperuntukkan sejumlah wang setiap bulan bagi persaraan saya.</i>	1	2	3	4	5
2.	My pension or Employee Provident Fund (EPF) is sufficient for my retirement life. <i>Wang pencen atau Kumpulan Wang Simpanan Pekerja (KWSP) adalah mencukupi untuk menampung kehidupan persaraan saya.</i>	1	2	3	4	5
3.	I have enough money to live comfortably during my retirement years. <i>Saya mempunyai wang yang mencukupi untuk hidup dengan selesa sepanjang persaraan saya.</i>	1	2	3	4	5
4.	I have enough money to pay basic expenses during retirement. <i>Saya mempunyai wang yang mencukupi untuk perbelanjaan asas sepanjang persaraan saya.</i>	1	2	3	4	5
5.	I have enough money to pay medical expenses in retirement years. <i>Saya mempunyai wang yang mencukupi untuk menampung perbelanjaan perubatan sepanjang persaraan saya.</i>	1	2	3	4	5
6.	I have enough money to pay long term care, such as nursing care or health care, which is needed to live comfortably during retirement years. <i>Saya mempunyai wang yang mencukupi untuk perbelanjaan jangka panjang seperti penjagaan di masa tua (kejururawatan) dan penjagaan kesihatan sepanjang tempoh persaraan saya.</i>	1	2	3	4	5

A: Retirement Confidence/ Keyakinan menghadapi Persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
7.	I know how much money I need to live comfortably during retirement years. <i>Saya boleh menjangka jumlah wang yang diperlukan untuk kehidupan yang selesa sepanjang persaraan.</i>	1	2	3	4	5
8.	I am able to resolve existing debts during retirement. <i>Saya mampu melangsaikan hutang sediada dalam tempoh persaraan.</i>	1	2	3	4	5
9.	I know how much money I need to live comfortably during retirement years. <i>Saya boleh menjangka jumlah wang yang diperlukan untuk kehidupan yang selesa sepanjang persaraan.</i>	1	2	3	4	5
10.	I am able to resolve existing debts during retirement. <i>Saya mampu melangsaikan hutang sediada dalam tempoh persaraan.</i>	1	2	3	4	5
11.	I know how much money I need to live comfortably during retirement years. <i>Saya boleh menjangka jumlah wang yang diperlukan untuk kehidupan yang selesa sepanjang persaraan.</i>	1	2	3	4	5
12.	I am able to resolve existing debts during retirement. <i>Saya mampu melangsaikan hutang sediada dalam tempoh persaraan.</i>	1	2	3	4	5

B: Intention to Plan for Retirement/ Niat untuk merancang persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	I intend to plan for my retirement. <i>Saya berniat untuk merancang persaraan saya.</i>	1	2	3	4	5
2.	I predict that I will plan for retirement in future. <i>Saya meramalkan bahawa saya akan merancang untuk persaraan pada masa depan.</i>	1	2	3	4	5

B: Intention to Plan for Retirement/ Niat untuk merancang persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
3.	I intend to adopt a retirement financial plan. <i>Saya berniat untuk mengambil pelan perancangan kewangan persaraan.</i>	1	2	3	4	5
4.	I believe that it is beneficial for me to plan for my retirement. <i>Perancangan persaraan adalah perkara yang berfaedah kepada saya.</i>	1	2	3	4	5
5.	I feel more comfortable If I allocate savings from my current income rather than depending on pension income or EPF. <i>Saya berasa lebih selesa jika saya menabung daripada pendapatan semasa berbanding dengan bergantung terhadap pendapatan semasa persaraan (pencen/KWSP).</i>	1	2	3	4	5

C: Expected Retirement Age/ Jangkaan Umur Persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	The compulsory retirement age in Malaysia should be increased. For examples: From 60 to 65 of age. <i>Umur persaraan wajib di Malaysia seharusnya dipertingkatkan dari umur 60 ke umur 65 tahun.</i>	1	2	3	4	5
2.	I am willing to extend my retirement age even though I have no financial obligations. <i>Saya mahu melanjutkan umur persaraan walaupun tiada tanggungan kewangan.</i>	1	2	3	4	5
3.	I intend to work full time job after the retirement age. <i>Saya berniat untuk bekerja sepenuh masa selepas bersara.</i>	1	2	3	4	5
4.	I plan to work part time after my retirement age. <i>Saya merancang untuk bekerja separuh masa selepas bersara.</i>	1	2	3	4	5
5.	I am afraid that I will feel lonely after I retire. <i>Saya risau bahawa saya akan keseorangan selepas saya bersara.</i>	1	2	3	4	5

D: Attitude towards Retirement/ Sikap terhadap Persaraan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	Retirement will allow me to do things that I was unable to do while I was working. <i>Persaraan akan membolehkan saya untuk melakukan perkara yang saya tidak dapat lakukan semasa saya bekerja.</i>	1	2	3	4	5
2.	I am worried about my life after retirement. <i>Saya risau akan kehidupan saya selepas persaraan.</i>	1	2	3	4	5
3.	Retirement makes me feel useless. <i>Persaraan membuatkan saya berasa tidak berguna.</i>	1	2	3	4	5
4.	I am fearful of retirement. <i>Saya takut untuk bersara.</i>	1	2	3	4	5
5.	I am afraid I will lose all my work friends as a retired person. <i>Saya risau akan kehilangan semua rakan sekerja pada masa persaraan nanti.</i>	1	2	3	4	5
6.	I am worried that my family will not support me after I retire. <i>Saya bimbang bahawa keluarga saya tidak akan membantu saya selepas saya bersara.</i>	1	2	3	4	5
7.	I cannot imagine not working. <i>Saya tidak sanggup membayangkan yang saya tidak berkerja lagi.</i>	1	2	3	4	5
8.	My job has always been a source of my identity. I hate to lose that. <i>Pekerjaan saya merupakan identiti saya dan saya tidak sanggup kehilangannya.</i>	1	2	3	4	5

E: Goal Clarity of Retirement/ Matlamat Persaraan yang Jelas		Strongly Disagree / Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	I set specific goals for how much I will need to save for retirement. <i>Saya menetapkan matlamat tertentu tentang jumlah wang yang perlu disimpan untuk persaraan.</i>	1	2	3	4	5
2.	I think quality of life during retirement is important. <i>Saya memikirkan kualiti kehidupan adalah suatu perkara yang penting</i>	1	2	3	4	5

	<i>sewaktu persaraan.</i>					
E:	Goal Clarity of Retirement/ Matlamat Persaraan yang Jelas	Strongly Disagree / Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
3.	I have a clear picture of how my life will be in retirement. <i>Saya mempunyai pandangan yang jelas tentang kehidupan saya sewaktu persaraan.</i>	1	2	3	4	5
4.	I set clear goals for gaining information about retirement. <i>Saya menetapkan matlamat yang jelas untuk mendapatkan maklumat tentang persaraan.</i>	1	2	3	4	5
5.	I discussed retirement plans with my spouse, friends or financial consultant. <i>Saya telah berbincang tentang persaraan dengan pasangan saya, rakan-rakan atau perunding kewangan.</i>	1	2	3	4	5

F:	Financial Literacy/Literasi Kewangan	Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	I am aware that the value of money will depreciate over time. <i>Saya faham bahawa nilai wang akan susut dari semasa ke semasa.</i>	1	2	3	4	5
2.	Employee Provident Fund (EPF) or Public Pension scheme is the only source of income during my retirement. <i>Kumpulan Wang Simpanan Pekerja (KWSP) atau skim pencen kerajaan adalah satu-satunya sumber pendapatan sewaktu persaraan saya.</i>	1	2	3	4	5
3.	When inflation increases, it will reduce the purchasing power of an individual. <i>Kuasa membeli seseorang individu akan menurun, apabila kadar inflasi meningkat.</i>	1	2	3	4	5
4.	I am aware of other investment alternatives (stocks, properties, etc). <i>Saya tahu alternative-alternatif pelaburan yang lain (saham, hartanah dan sebagainya).</i>	1	2	3	4	5

F: Financial Literacy/Literasi Kewangan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
5.	I know how to calculate return on my investments scheme. <i>Saya tahu untuk mengira pulangan daripada skim pelaburan.</i>	1	2	3	4	5
6.	The principle of compounding interest works for me in my investment. <i>Prinsip faedah berkompoun adalah sesuai untuk pelaburan saya.</i>	1	2	3	4	5
7.	I am aware that participating in many different investments reduces my investment risk. <i>Saya tahu bahawa penglibatan dalam pelbagai jenis pelaburan akan mengurangkan kadar risiko pelaburan saya.</i>	1	2	3	4	5
8.	The main function of stock market is to predict stock return. <i>Fungsi utama pasaran saham adalah meramal pulangan daripada pelaburan saham.</i>	1	2	3	4	5
9.	Investment through stock purchasing is normally riskier than bonds. <i>Pelaburan melalui pembelian saham selalunya berisiko tinggi berbanding dengan pelaburan melalui bon.</i>	1	2	3	4	5
10.	Government bonds generally are less risky than corporate bonds. <i>Pada umumnya, bon kerajaan adalah berisiko rendah berbanding dengan bon korporat.</i>	1	2	3	4	5
11.	An investment with a high return is likely to have higher risk. <i>Pelaburan yang berpulangan tinggi selalunya mempunyai risiko tinggi.</i>	1	2	3	4	5
12.	Investing in Unit trust schemes relatively provide low risk. <i>Pelaburan dalam unit amanah mempunyai kadar risiko yang rendah.</i>	1	2	3	4	5

G: Financial Practices/Amalan Kewangan		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	Generally, I budget my expenses. <i>Lazimnya, saya merancang perbelanjaan saya.</i>	1	2	3	4	5
2.	I have a plan to reach my financial goals. <i>Saya mempunyai pelan untuk mencapai matlamat kewangan saya.</i>	1	2	3	4	5
3.	I compare prices at two or more stores to purchase a product. <i>Sebelum membeli sesuatu barang, saya akan membuat perbandingan harga antara beberapa kedai.</i>	1	2	3	4	5
4.	I try to maximize the returns from my savings. <i>Saya cuba memaksimumkan pulangan daripada simpanan saya.</i>	1	2	3	4	5
5.	I should save first before spending the balance of my income. <i>Saya seharusnya membuat simpanan terlebih dahulu sebelum berbelanja.</i>	1	2	3	4	5
6.	I spend my money carefully. <i>Saya cermat dalam berbelanja.</i>	1	2	3	4	5
7.	I spend more than I earned. <i>Perbelanjaan saya adalah melebihi daripada pendapatan yang diterima.</i>	1	2	3	4	5
8.	I work overtime or having second job to get extra money. <i>Saya bekerja lebih masa atau mempunyai dua pekerjaan untuk memperoleh pendapatan tambahan.</i>	1	2	3	4	5
9.	I pay my utility bills late with extra charges. <i>Saya membayar bil-bil utiliti saya lewat dengan caj-caj tambahan.</i>	1	2	3	4	5
10.	I can understand my risk profile- high risk taker, medium risk taker, or low risk taker. <i>Saya boleh memahami profil risiko saya - penanggung risiko tinggi, sederhana ataupun rendah.</i>	1	2	3	4	5

G: Financial Practices/<i>Amalan Kewangan</i>		Strongly Disagree/ <i>Sangat Tidak Setuju</i>	Disagree / <i>Tidak Setuju</i>	Moderately Agree / <i>Sederhana Setuju</i>	Agree/ <i>Bersetuju</i>	Strongly Agree/ <i>Sangat Setuju</i>
11.	I invest in different investment instruments i.e. shares, unit trust, real estate, bond. <i>Saya melabur dalam pelbagai instrument pelaburan seperti saham, unit amanah, hartanah dan bon.</i>	1	2	3	4	5
12.	If I were given an amount of equal to six month salary to invest, I would know exactly what to do with it. <i>Jika saya diberikan sejumlah wang bersamaan dengan enam bulan gaji untuk melabur, saya akan tahu apa yang perlu dilakukan dengan wang tersebut.</i>	1	2	3	4	5
13.	Answer the following questions if you use credit card. <i>Sila jawab soalan-soalan berikut jika anda menggunakan kad kredit.</i>					
(a).	I pay off the full outstanding amount of my credit card every month. <i>Setiap bulan, saya membayar baki amaun kad kredit dengan sepenuhnya.</i>	1	2	3	4	5
(b).	I never go over my credit limit. <i>Saya tidak pernah berbelanja melebihi had kredit.</i>	1	2	3	4	5

H: Financial Socialization/ <i>Sosialisasi Kewangan</i>		Strongly Disagree/ <i>Sangat Tidak Setuju</i>	Disagree / <i>Tidak Setuju</i>	Moderately Agree / <i>Sederhana Setuju</i>	Agree/ <i>Bersetuju</i>	Strongly Agree/ <i>Sangat Setuju</i>
1.	I make financial decisions based on what my parent(s) have done in similar situations. <i>Saya membuat keputusan kewangan berdasarkan apa yang ibubapa saya lakukan dalam situasi yang sama.</i>	1	2	3	4	5
2.	When it comes to managing money, I refer to my parent(s) as my role models. <i>Dalam pengurusan kewangan, saya menjadikan ibu bapa saya sebagai teladan.</i>	1	2	3	4	5

H: Financial Socialization/ <i>Sosialisasi Kewangan</i>		Strongly Disagree/ <i>Sangat Tidak Setuju</i>	Disagree / <i>Tidak Setuju</i>	Moderately Agree / <i>Sederhana Setuju</i>	Agree/ <i>Bersetuju</i>	Strongly Agree/ <i>Sangat Setuju</i>
3.	My parent(s) have a positive influence on me when it comes to managing money. <i>Ibu bapa saya mempunyai pengaruh positif terhadap saya dalam menguruskan wang.</i>	1	2	3	4	5
4.	I invest my money based on the opinions of others i.e. friends and family. <i>Saya membuat pelaburan berdasarkan pendapat rakan-rakan dan ahli keluarga.</i>	1	2	3	4	5
5.	My parents have taught me the importance on saving. <i>Ibu bapa saya pernah mengajar saya tentang kepentingan menabung.</i>	1	2	3	4	5
6.	I always discussed on money matters with my friends. <i>Saya sentiasa berbincang tentang perkara-perkara kewangan dengan rakan-rakan saya.</i>	1	2	3	4	5
7.	I obtain information on financial matters through media advertisement. <i>Saya mendapatkan maklumat tentang hal-ehwal kewangan melalui media pengiklanan.</i>	1	2	3	4	5
8.	I always refer to financial consultant when comes to investment activities. <i>Saya selalu merujuk kepada perunding kewangan apabila melibatkan aktiviti pelaburan.</i>	1	2	3	4	5

I : Insurance Planning/ Perancangan Insurans		Strongly Disagree/ Sangat Tidak Setuju	Disagree / Tidak Setuju	Moderately Agree / Sederhana Setuju	Agree/ Bersetuju	Strongly Agree/ Sangat Setuju
1.	I have adequate insurance policies to support my family if I were to pass away or become sick or disabled. <i>Saya mempunyai polisi insurans yang mencukupi untuk menanggung keluarga jika saya meninggal dunia atau sakit atau kurang upaya.</i>	1	2	3	4	5
2.	I can distinguish different types of insurance policies offered in the market. <i>Saya boleh membezakan antara pelbagai polisi insurans yang terdapat di pasaran.</i>	1	2	3	4	5
3.	It is important to take up general insurance (fire, motor) as it will help to protect my asset in the event of an accident. <i>Pembelian polisi insurans am (kebakaran, motor) adalah penting bagi melindungi aset saya apabila kemalangan berlaku.</i>	1	2	3	4	5
4.	I have secured hospitalization benefits in my insurance policies. <i>Saya akan mendapat kemudahan rawatan perubatan melalui polisi insurans saya.</i>	1	2	3	4	5
5.	Insurance is a form of retirement saving plan. <i>Insurans merupakan sejenis pelan simpanan untuk alam persaraan.</i>	1	2	3	4	5

PART 2: Demographic Background
BAHAGIAN 2: Latar belakang Demografi

Please **INDICATE** (✓) in the respective boxes and fill in the appropriate answers.
 Sila tandakan (✓) di ruang berkenaan dan isikan jawapan yang sesuai di ruang yang disediakan.

1. Gender/Jantina:
☐ Male/Lelaki
☐ Female/Perempuan

2. Age/Umur:

<input type="checkbox"/> Less than 29 years old / Kurang daripada 29 tahun	<input type="checkbox"/> 40 - 49 years / tahun
<input type="checkbox"/> 30 - 39 years / tahun	<input type="checkbox"/> 50 - 59 years / tahun

3. Educational level / Tahap pendidikan:
☐ Sijil Pelajaran Malaysia (SPM) and below /SPM dan kurang daripadanya
☐ Sijil Tinggi Persekolahan Malaysia (STPM)
☐ Diploma
☐ Bachelor's degree / Ijazah Sarjana Muda
☐ Masters degree / Ijazah Sarjana
☐ Doctoral degree / Ijazah Kedoktoran
☐ Others, state / Lain-lain, nyatakan : _____

4. Ethnic / Etnik:

<input type="checkbox"/> Malay / Melayu	<input type="checkbox"/> Indian / India
<input type="checkbox"/> Chinese / Cina	<input type="checkbox"/> Others, state / Lain-lain, nyatakan : _____

5. Marital Status/Status Perkahwinan:

<input type="checkbox"/> Single/ Bujang	<input type="checkbox"/> Divorced / Bercerai
<input type="checkbox"/> Married / Berkahwin	<input type="checkbox"/> Widow/Widower / Janda / Duda

6. I work in / Saya bekerja di
☐ Government Organization / Organisasi Kerajaan
☐ Private Organization / Organisasi Swasta

7. I am working in the _____ sector. / Saya bekerja di sektor _____.

<input type="checkbox"/> Manufacturing / Perkilangan	<input type="checkbox"/> Telecommunication / Telekomunikasi
<input type="checkbox"/> Automobile / Otomobil	<input type="checkbox"/> Banking and Finance / Perbankan dan Kewangan
<input type="checkbox"/> Education /Pendidikan	<input type="checkbox"/> Retail or Trading Business / Peruncitan
<input type="checkbox"/> Health care / Kesihatan	<input type="checkbox"/> Sales and Service / Perkhidmatan Jualan
<input type="checkbox"/> Legal Advisory /Perundangan	<input type="checkbox"/> Police Force / Pasukan Polis
<input type="checkbox"/> Others, specify / lain-lain, nyatakan _____	

8. How long have you been working? Berapa lama anda telah bekerja?

<input type="checkbox"/> Less than 1 year / Kurang dari 1 tahun	<input type="checkbox"/> 6 – 10 years / tahun
<input type="checkbox"/> 1 – 5 years / tahun	<input type="checkbox"/> More than 10 years / Lebih dari 10 tahun

9. Gross monthly income / Pendapatan bulanan kasar:

<input type="checkbox"/> Less than RM1000/Kurang daripada RM1000	<input type="checkbox"/> RM3001 – RM4000
<input type="checkbox"/> RM1001 – RM 2000	<input type="checkbox"/> RM4001 – RM5000
<input type="checkbox"/> RM 2001 – RM3000	<input type="checkbox"/> RM5001 and above / RM5001 dan ke atas

10. I work in _____ / *Saya bekerja di negeri* _____
☐ Kedah ☐ Pulau Pinang
☐ Perlis ☐ Perak
11. I live in _____ area / *Saya tinggal di* _____
☐ Urban/*Bandar* ☐ Rural/*Luar bandar*
12. Number of dependents (inclusive parents) / *Bilangan tanggungan keluarga (termasuk ibu bapa)*:
 _____.
13. Are you the sole breadwinner? / *Adakah anda pencari nafkah tunggal?*
☐ Yes/*Ya* ☐ No/*Tidak*
14. If your spouse is working, he/she is working in _____ / *Jika isteri atau suami anda bekerja, beliau bekerja di* _____.
☐ Government Organization/*Organisasi Kerajaan*
☐ Private Organization/*Organisasi Swasta*
15. Jika isteri atau suami anda bekerja, berapakah pendapatan bulanannya? / *If your spouse is working, how much is her/his monthly income?*
☐ Kurang daripada RM1000/*Less than RM1000* ☐ RM3001 – RM4000
☐ RM1001 – RM 2000 ☐ RM4001 – RM5000
☐ RM 2001 – RM3000 ☐ RM5001 dan ke atas/*RM5001 and above*

RETIREMENT INCOME INFORMATION / *MAKLUMAT TENTANG PENDAPATAN PERSARAAN*

What are your sources of income during your retirement life? *Apakah sumber pendapatan persaraan anda?* (**
 Note: Rank as 1,2 and 3 / *** Sila Susun mengikut urutan 1,2 dan 3*)

- ☐ Pension / *Pencen*
☐ Employee Provident Fund (EPF) / *Kumpulan Wang Simpanan Pekerja (KWSP)*
☐ Savings / *Simpanan*
☐ Annuity or life insurance policy / *Annuiti atau polisi insurans nyawa*
☐ Inheritance / *Harta pusaka*
☐ Investment Scheme (Stocks, Bonds, mutual funds/unit trust) / *Skim Pelaburan (Syer, Bon, Unit Amanah)*
☐ Support from children or family members / *Sumbangan daripada anak atau ahli keluarga*
☐ Post-retirement employment / *Pekerjaan selepas persaraan*
☐ Others, specify / *lain-lain, Nyatakan:* _____

Please feel free to leave any comments and suggestions related to this research, if any:

Sila tinggalkan sebarang komen dan cadangan berkenaan dengan penyelidikan ini, jika ada:

Thank you for kind your cooperation.
Terima kasih atas kerjasama anda.

APPENDIX 2 – SPSS OUTPUT

Factor Analysis (Model 1 – Malaysian working adults – Independent variable)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.854
Bartlett's Test of Sphericity	Approx. Chi-Square	26315.205
	df	1378
	Sig.	0.000

Communalities

	Initial	Extraction
ERA1	1.000	.806
ERA2	1.000	.854
ERA3	1.000	.734
ERA4	1.000	.587
ERA5	1.000	.513
ATTR2	1.000	.601
ATTR3	1.000	.734
ATTR4	1.000	.793
ATTR5	1.000	.737
ATTR6	1.000	.692
ATTR7	1.000	.690
ATTR8	1.000	.628
GCR1	1.000	.528
GCR2	1.000	.524
GCR3	1.000	.677
GCR4	1.000	.685
GCR5	1.000	.572
FL1	1.000	.627
FL2	1.000	.611
FL3	1.000	.525
FL4	1.000	.660
FL5	1.000	.651
FL6	1.000	.629
FL7	1.000	.544
FL8	1.000	.546
FL10	1.000	.559
FL11	1.000	.563
FL12	1.000	.711
FP1	1.000	.656
FP2	1.000	.671
FP3	1.000	.625
FP4	1.000	.600
FP5	1.000	.595
FP6	1.000	.545
FP7	1.000	.643
FP8	1.000	.635
FP9	1.000	.655

Communalities

	Initial	Extraction
FP12	1.000	.591
FP13	1.000	.636
FP14	1.000	.601
FS1	1.000	.689
FS2	1.000	.783
FS3	1.000	.743
FS4	1.000	.584
FS6	1.000	.610
FS7	1.000	.661
FS8	1.000	.599
IP1	1.000	.649
IP2	1.000	.474
IP3	1.000	.641
IP4	1.000	.593
IP5	1.000	.568
FS5	1.000	.598

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.776	14.671	14.671	7.776	14.671	14.671	5.047	9.522	9.522
2	6.908	13.034	27.706	6.908	13.034	27.706	3.692	6.965	16.487
3	3.126	5.898	33.604	3.126	5.898	33.604	3.036	5.728	22.215
4	2.513	4.742	38.346	2.513	4.742	38.346	2.886	5.445	27.660
5	2.209	4.167	42.513	2.209	4.167	42.513	2.738	5.166	32.826
6	1.859	3.507	46.019	1.859	3.507	46.019	2.712	5.117	37.944
7	1.627	3.069	49.089	1.627	3.069	49.089	2.598	4.903	42.846
8	1.573	2.968	52.057	1.573	2.968	52.057	2.194	4.139	46.986
9	1.494	2.819	54.876	1.494	2.819	54.876	2.000	3.774	50.759
10	1.313	2.478	57.354	1.313	2.478	57.354	1.970	3.716	54.475
11	1.132	2.135	59.489	1.132	2.135	59.489	1.763	3.326	57.802
12	1.074	2.027	61.516	1.074	2.027	61.516	1.690	3.188	60.990

Extraction Method: Principal Component Analysis.

Rotated Component Matrix^a

	Component											
	1	2	3	4	5	6	7	8	9	10	11	12
ATTR4	.834											
ATTR5	.800											
ATTR3	.798											
ATTR6	.789											
ATTR7	.696											
ATTR8	.655											
ATTR2	.615											
ERA5	.575											
FP1		.748										
FP3		.703										
FP2		.699										
FP5		.699										
FP4		.678										
FP6		.560										
FL6			.722									
FL5			.714									
FL4			.691									
FL7			.651									
FL8			.500									
FL10			.431									
ERA2				.846								
ERA1				.827								
ERA3				.757								
ERA4				.574								
FS2					.852							
FS3					.830							
FS1					.786							
FS4					.482							
FS5					.415							
GCR4						.764						
GCR3						.688						
GCR1						.640						

Rotated Component Matrix^a (continued)

	Component											
	1	2	3	4	5	6	7	8	9	10	11	12
GCR5						.625						
GCR2						.527						
IP4							.713					
IP3							.698					
IP5							.692					
IP1							.680					
IP2							.570					
FS7								.755				
FS6								.682				
FS8								.662				
FP8									.743			
FP9									.713			
FP7									.652			
FL1										.727		
FL3										.584		
FL12											.811	
FL11											.585	
FP13												.739
FP14												.654

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.

Factor Analysis (Model 1 – Malaysian working adults – Dependent & Mediating variable)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.890
Bartlett's Test of Sphericity	Approx. Chi-Square	7165.342
	df	78
	Sig.	0.000

Communalities

	Initial	Extraction
RC2	1.000	.481
RC3	1.000	.715
RC4	1.000	.685
RC5	1.000	.702
RC6	1.000	.745
RC7	1.000	.556
RC8	1.000	.434
RC10	1.000	.465
RC11	1.000	.556
ITPR1	1.000	.629
ITPR2	1.000	.605
ITPR3	1.000	.518
ITPR4	1.000	.537

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.563	42.792	42.792	5.563	42.792	42.792	5.259	40.456	40.456
2	2.068	15.905	58.697	2.068	15.905	58.697	2.371	18.241	58.697
3	.963	7.404	66.101						
4	.732	5.633	71.734						
5	.663	5.097	76.831						
6	.574	4.416	81.247						
7	.477	3.667	84.914						
8	.426	3.279	88.193						
9	.398	3.063	91.256						
10	.348	2.675	93.932						
11	.326	2.506	96.437						
12	.249	1.915	98.352						
13	.214	1.648	100.000						

Extraction Method: Principal Component Analysis.

Rotated Component Matrix^a

	Component	
	1	2
RC6	.862	
RC3	.840	
RC5	.837	
RC4	.817	
RC11	.734	
RC7	.720	
RC2	.690	
RC10	.656	
RC8	.654	
ITPR1		.783
ITPR2		.760
ITPR4		.731
ITPR3		.718

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization

Factor Analysis (Model 2 – Government working adults – Independent variable)**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.842
Bartlett's Test of Sphericity	Approx. Chi-Square	12273.399
	df	1225
	Sig.	0.000

Communalities

	Initial	Extraction
ERA1	1.000	.771
ERA2	1.000	.818
ERA3	1.000	.754
ERA4	1.000	.572
ERA5	1.000	.506
ATTR2	1.000	.643
ATTR3	1.000	.660
ATTR4	1.000	.725
ATTR5	1.000	.704
ATTR6	1.000	.715
ATTR7	1.000	.634
ATTR8	1.000	.557
GCR1	1.000	.611
GCR2	1.000	.580
GCR3	1.000	.711
GCR4	1.000	.681
GCR5	1.000	.574
FL4	1.000	.661
FL5	1.000	.659
FL6	1.000	.559
FL7	1.000	.492
FL8	1.000	.511
FL9	1.000	.687
FL10	1.000	.604
FL11	1.000	.598
FL12	1.000	.562
FP1	1.000	.636
FP2	1.000	.626
FP3	1.000	.514
FP4	1.000	.567
FP5	1.000	.510
FP6	1.000	.531
FP7	1.000	.669
FP8	1.000	.710
FP9	1.000	.708
FP10	1.000	.539
FP11	1.000	.528
FP12	1.000	.535

Communalities

	Initial	Extraction
FS1	1.000	.654
FS2	1.000	.792
FS3	1.000	.753
FS4	1.000	.572
FS6	1.000	.609
FS7	1.000	.702
FS8	1.000	.639
IP1	1.000	.690
IP2	1.000	.527
IP3	1.000	.538
IP4	1.000	.642
IP5	1.000	.663

Extraction Method: Principal Component Analysis.

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.758	15.515	15.515	7.758	15.515	15.515	4.932	9.864	9.864
2	5.919	11.838	27.353	5.919	11.838	27.353	3.437	6.874	16.738
3	3.414	6.829	34.182	3.414	6.829	34.182	2.856	5.712	22.450
4	2.376	4.752	38.935	2.376	4.752	38.935	2.818	5.636	28.086
5	1.966	3.932	42.867	1.966	3.932	42.867	2.800	5.599	33.685
6	1.855	3.711	46.578	1.855	3.711	46.578	2.741	5.482	39.167
7	1.778	3.555	50.133	1.778	3.555	50.133	2.625	5.250	44.417
8	1.483	2.966	53.099	1.483	2.966	53.099	2.391	4.782	49.199
9	1.387	2.773	55.872	1.387	2.773	55.872	2.069	4.137	53.336
10	1.249	2.497	58.369	1.249	2.497	58.369	1.812	3.623	56.960
11	1.172	2.344	60.713	1.172	2.344	60.713	1.684	3.367	60.327

Rotated Component Matrix^a

	Component										
	1	2	3	4	5	6	7	8	9	10	11
ATTR6	.778										
ATTR4	.754										
ATTR5	.754										
ATTR2	.731										
ATTR3	.713										
ATTR7	.672										
ERA5	.628										
ATTR8	.605										
FP2		.725									
FP1		.719									
FP4		.674									
FP3		.662									
FP5		.634									
FP6		.588									
FL5			.788								
FL6			.691								
FL4			.608								
FL8			.591								
FL7			.565								
ERA1				.816							
ERA2				.806							
ERA3				.771							
ERA4	.414			.547							
GCR3					.753						
GCR4					.751						
GCR1					.716						
GCR2					.604						
GCR5					.515						
FS2						.855					
FS3						.826					
FS1						.776					
FS4						.641					

Rotated Component Matrix^a

	Component										
	1	2	3	4	5	6	7	8	9	10	11
IP5							.768				
IP4							.731				
IP1							.714				
IP3							.626				
IP2							.466				
FL12								.706			
FL11								.690			
FL10								.588			
FL9			.407					.587			
FS7									.787		
FS8									.717		
FS6									.692		
FP10										.671	
FP12										.600	
FP11										.516	
FP8											.712
FP9											.701
FP7											.643

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 11 iterations.

Factor Analysis (Model 2 – Government sector working adults – Dependent & Mediating variable)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.886
Bartlett's Test of Sphericity	Approx. Chi-Square	3343.517
	df	78
	Sig.	0.000

Communalities

	Initial	Extraction
RC2	1.000	.485
RC3	1.000	.718
RC4	1.000	.659
RC5	1.000	.700
RC6	1.000	.747
RC7	1.000	.596
RC8	1.000	.470
RC10	1.000	.450
RC11	1.000	.512
ITPR1	1.000	.564
ITPR2	1.000	.562
ITPR3	1.000	.392
ITPR4	1.000	.435

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.384	41.415	41.415	5.384	41.415	41.415	5.121	39.392	39.392
2	1.907	14.667	56.082	1.907	14.667	56.082	2.170	16.690	56.082

Rotated Component Matrix^a

	Component	
	1	2
RC6	.860	
RC3	.847	
RC5	.836	
RC4	.806	
RC7	.744	
RC2	.692	
RC11	.686	
RC8	.649	
RC10	.601	
ITPR1		.744
ITPR2		.741
ITPR4		.657
ITPR3		.624

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Factor Analysis (Model 3 – Private working adults – Independent variables)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.797
Bartlett's Test of Sphericity	Approx. Chi-Square	13855.626
	df	990
	Sig.	0.000

Communalities

	Initial	Extraction
ERA1	.801	.770
ERA2	.829	.889
ERA3	.594	.555
ERA4	.542	.529
ERA5	.551	.446
ATTR2	.476	.403
ATTR3	.768	.735
ATTR4	.817	.797
ATTR5	.752	.716
ATTR6	.674	.630

Communalities

	Initial	Extraction
ATTR7	.743	.738
ATTR8	.715	.689
GCR4	.625	.664
GCR5	.534	.514
FL1	.487	.504
FL3	.560	.566
FL4	.605	.533
FL5	.657	.602
FL6	.625	.613
FL7	.587	.497

Communalities		
	Initial	Extraction
FL11	.514	.451
FP1	.586	.519
FP2	.634	.576
FP3	.612	.640
FP4	.581	.550
FP5	.569	.607
FP6	.492	.498
FP7	.664	.736
FP8	.501	.487
FP9	.634	.563
FP10	.631	.580
FP11	.496	.459
FS1	.626	.630

Communalities		
	Initial	Extraction
FS2	.666	.687
FS3	.643	.680
FS4	.580	.511
FS5	.527	.530
FS6	.552	.444
FS7	.566	.579
IP1	.516	.534
IP2	.517	.492
IP3	.437	.488
IP4	.498	.382
GCR3	.658	.613

Extraction Method: Principal Component Analysis.

Extraction Method: Principal Component Analysis.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.593	19.096	19.096	8.177	18.172	18.172	4.500	10.000	10.000
2	5.564	12.364	31.460	5.200	11.555	29.727	3.644	8.099	18.099
3	3.091	6.870	38.329	2.721	6.046	35.773	2.737	6.082	24.181
4	2.373	5.272	43.601	1.941	4.313	40.085	2.516	5.591	29.772
5	2.200	4.890	48.491	1.785	3.966	44.051	2.281	5.070	34.841
6	1.960	4.356	52.848	1.531	3.402	47.453	2.217	4.927	39.769
7	1.712	3.804	56.652	1.343	2.984	50.437	2.133	4.739	44.508
8	1.532	3.405	60.056	1.087	2.416	52.853	1.971	4.379	48.887
9	1.343	2.984	63.040	.924	2.052	54.906	1.819	4.043	52.930
10	1.217	2.705	65.745	.775	1.722	56.628	1.512	3.361	56.291

Rotated Component Matrix^a

	Component									
	1	2	3	4	5	6	7	8	9	10
ATTR4	.830									
ATTR3	.798									
ATTR5	.777									
ATTR6	.721									
ATTR7	.675									
ATTR8	.635									

Rotated Component Matrix^a (continued)

	Component									
	1	2	3	4	5	6	7	8	9	10
ERA5	.482									
ATTR2	.454									
FP5		.728								
FP3		.711								
FP1		.684								
FP4		.661								
FP2		.658								
FP6		.547								
ERA2			.903							
ERA1			.827							
ERA3			.657							
ERA4			.520							
FS3				.782						
FS2				.767						
FS1				.702						
FS5				.502						
FL6					.649					
FL4					.635					
FL5					.619					
FL7					.491					
FS7						.674				
FS8						.566				
FS4						.465				
FP11						.442				
FS6						.415				
FL3							.687			
FL1							.682			
FL11							.546			
FP10							.409			
FP7								.778		
FP9								.642		
FP8								.618		
IP3									.632	
IP2									.571	
IP4									.539	
IP1									.527	
GCR4										.683
GCR5										.532
GCR3										.510

Factor Analysis (Model 3 – Private working adults – Dependent & Mediating variable)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.868
Bartlett's Test of Sphericity	Approx. Chi-Square	3514.919
	df	66
	Sig.	0.000

Rotated Component Matrix^a

Communalities

	Initial	Extraction
RC2	.480	.463
RC3	.696	.725
RC4	.633	.659
RC5	.652	.681
RC6	.708	.733
RC7	.451	.422
RC10	.494	.380

Communalities

	Initial	Extraction
RC11	.616	.566
ITPR1	.517	.589
ITPR2	.481	.552
ITPR3	.382	.419
ITPR4	.404	.426

Extraction Method: Principal Component Analysis

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.310	44.250	44.250	4.903	40.861	40.861	4.530	37.749	37.749
2	2.189	18.240	62.490	1.710	14.253	55.114	2.084	17.364	55.114

Rotated Factor Matrix^a

	Factor	
	1	2
RC6	.855	
RC3	.835	
RC5	.825	
RC4	.793	
RC11	.745	
RC2	.661	
RC7	.616	
RC10	.599	
ITPR1		.756
ITPR2		.722
ITPR4		.650
ITPR3		.639

Reliability Analysis for Variables (Model 1 – Malaysian Working Adults)

1) Retirement Confidence

Reliability Statistics

Cronbach's Alpha	N of Items
.911	9

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RC2	23.98	36.456	.606	.907
RC3	23.95	34.796	.782	.894
RC4	23.69	35.344	.764	.895
RC5	24.03	35.220	.760	.896
RC6	24.09	34.565	.801	.892
RC7	23.95	35.640	.670	.902
RC8	23.69	36.658	.581	.908
RC10	23.63	36.907	.603	.906
RC11	24.03	36.312	.671	.902

2) Intention to Plan for Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
0.751	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITPR1	11.11	3.118	.589	.669
ITPR2	11.15	3.285	.586	.670
ITPR3	11.27	3.702	.505	.714
ITPR4	10.94	3.824	.514	.711

3) Expected Retirement Age

Reliability Statistics

Cronbach's Alpha	N of Items
.873	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ERA1	7.66	8.760	.760	.824
ERA2	7.50	8.819	.827	.796
ERA3	7.50	9.550	.751	.828
ERA4	7.12	10.378	.583	.891

4) Financial Practices

Reliability Statistics

Cronbach's Alpha	N of Items
.827	6

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP1	18.97	7.381	.639	.792
FP2	19.05	7.368	.624	.795
FP3	18.97	6.951	.589	.802
FP4	19.05	7.313	.620	.795
FP5	18.98	7.242	.631	.793
FP6	19.20	7.238	.506	.822

Reliability Analysis for Variables (Model 1 – Malaysian Working Adults)

5) Financial Literacy

Reliability Statistics

Cronbach's Alpha	N of Items
.791	6

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL4	16.28	8.323	.550	.757
FL5	16.50	8.261	.579	.749
FL6	16.57	8.664	.606	.745
FL7	16.58	8.384	.553	.756
FL8	16.49	9.176	.466	.776
FL10	16.29	9.053	.503	.768

6) Attitude towards Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.892	8

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ATTR2	16.83	32.149	.540	.890
ATTR3	17.63	30.519	.721	.874
ATTR4	17.58	29.913	.782	.868
ATTR5	17.63	30.496	.736	.872
ATTR6	17.55	30.361	.725	.873
ATTR7	17.21	29.980	.690	.876
ATTR8	17.11	30.503	.630	.883
ERA5	17.09	31.238	.553	.890

7) Goal Clarity of Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.776	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GCR1	14.69	5.309	.524	.743
GCR2	14.34	5.771	.462	.761
GCR3	14.65	4.870	.668	.691
GCR4	14.64	5.213	.648	.704
GCR5	14.92	5.165	.469	.767

8) Financial Socialization through Parents (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.781	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FS1	14.20	6.258	.618	.719
FS2	14.01	5.824	.715	.682
FS3	13.95	5.974	.711	.686
FS4	14.34	6.765	.421	.789
FS5	13.41	7.764	.341	.801

9) Financial Socialisation through others (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.699	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FS6	6.52	2.253	.461	.676
FS7	6.55	2.147	.605	.500
FS8	6.71	2.176	.488	.642

10) Insurance Planning

Reliability Statistics

Cronbach's Alpha	N of Items
.738	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IP1	14.23	4.960	.563	.667
IP2	14.18	5.804	.452	.710
IP3	13.74	6.095	.475	.705
IP4	13.88	5.236	.537	.678
IP5	13.99	5.407	.486	.698

Reliability Analysis for Variables (Model 1 – Malaysian Working Adults)

11) Cash Management

Reliability Statistics

Cronbach's Alpha	N of Items
.704	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP7	5.51	2.950	.572	.546
FP8	5.26	3.759	.412	.738
FP9	5.82	3.142	.589	.527

12) Knowledge on value of money (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.531	2

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL1	3.96	.549	.363	.
FL3	4.05	.669	.363	.

13) Investment Knowledge (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.616	2

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL11	3.53	.556	.445	.
FL12	3.85	.548	.445	.

14) Credit Card Management (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.621	2

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP13	3.65	.881	.453	.
FP14	3.16	1.110	.453	.

Reliability Analysis for Variables (Model 2 – Government Working Adults)

1) Retirement Confidence

Reliability Statistics

Cronbach's Alpha	N of Items
.906	9

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RC2	24.90	32.346	.582	.903
RC3	24.82	30.692	.773	.889
RC4	24.61	31.638	.741	.892
RC5	24.89	31.036	.752	.891
RC6	24.98	30.494	.805	.886
RC7	24.89	31.235	.697	.895
RC8	24.60	32.746	.596	.902
RC10	24.53	33.232	.563	.904
RC11	25.00	32.913	.634	.899

2) Intention to Plan for Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.668	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITPR1	11.21	2.224	.474	.584
ITPR2	11.22	2.271	.482	.578
ITPR3	11.42	2.385	.412	.626
ITPR4	11.08	2.501	.431	.614

Reliability Analysis for Variables (Model 2 – Government Working Adults)

3) Expected Retirement Age

Reliability Statistics

Cronbach's Alpha	N of Items
.863	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ERA1	6.59	6.571	.728	.818
ERA2	6.46	6.690	.795	.792
ERA3	6.42	6.767	.778	.799
ERA4	6.06	7.254	.564	.887

4) Financial Practices

Reliability Statistics

Cronbach's Alpha	N of Items
.808	6

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP1	19.20	6.004	.640	.765
FP2	19.29	5.896	.626	.766
FP3	19.22	5.952	.503	.794
FP4	19.25	5.882	.604	.771
FP5	19.23	5.940	.581	.776
FP6	19.45	5.785	.491	.800

5) Financial Literacy

Reliability Statistics

Cronbach's Alpha	N of Items
.739	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL4	12.60	4.655	.536	.682
FL5	12.72	5.166	.566	.671
FL6	12.85	5.629	.508	.696
FL7	12.90	5.013	.471	.708
FL8	12.69	5.548	.457	.710

6) Attitude towards Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.880	8

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ATTR2	15.18	23.832	.574	.872
ATTR3	15.87	23.809	.662	.863
ATTR4	15.89	23.473	.740	.856
ATTR5	15.85	23.614	.712	.858
ATTR6	15.80	23.271	.748	.855
ATTR7	15.64	23.171	.665	.862
ATTR8	15.48	23.363	.590	.871
ERA5	15.41	23.911	.515	.880

7) Goal Clarity of Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.784	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GCR1	14.89	4.448	.528	.754
GCR2	14.57	4.736	.486	.766
GCR3	14.82	4.087	.706	.694
GCR4	14.84	4.327	.673	.709
GCR5	15.01	4.410	.444	.789

8) Financial Socialization through Parents (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.813	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FS1	10.42	3.982	.622	.770
FS2	10.16	3.786	.740	.714
FS3	10.13	4.009	.691	.739
FS4	10.47	4.274	.494	.831

Reliability Analysis for Variables (Model 2 – Government Working Adults)

9) Financial Socialisation through others (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.695	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FS6	6.60	1.975	.458	.667
FS7	6.67	1.777	.577	.518
FS8	6.84	1.832	.500	.617

10) Insurance Planning

Reliability Statistics

Cronbach's Alpha	N of Items
.759	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IP1	14.46	4.277	.608	.685
IP2	14.46	5.164	.449	.742
IP3	14.00	5.553	.440	.745
IP4	14.10	4.643	.592	.692
IP5	14.22	4.732	.554	.706

11) Cash Management

Reliability Statistics

Cronbach's Alpha	N of Items
.634	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP7	5.32	2.834	.475	.489
FP8	5.05	3.513	.328	.685
FP9	5.58	2.918	.539	.402

12) Investment and Risk Behaviour (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.527	3

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP10	6.44	1.452	.419	.323
FP11	6.86	1.258	.318	.475
FP12	6.28	1.432	.301	.489

13) Investment and Risk Knowledge (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.706	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL9	10.78	2.687	.507	.635
FL10	10.72	2.606	.515	.629
FL11	10.37	2.587	.479	.652
FL12	10.61	2.648	.469	.657

Reliability Analysis for Variables (Model 3 – Private Working Adults)

1) Retirement Confidence

Reliability Statistics

Cronbach's Alpha	N of Items
.911	8

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
RC2	19.94	30.869	.638	.905
RC3	19.97	29.589	.804	.891
RC4	19.65	29.799	.771	.894
RC5	20.05	30.190	.764	.895
RC6	20.09	29.418	.798	.891
RC7	19.89	30.883	.611	.908
RC10	19.60	31.445	.592	.909
RC11	19.93	29.973	.719	.898

2) Intention to Plan for Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.792	4

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
ITPR1	11.01	4.039	.650	.719
ITPR2	11.07	4.339	.642	.720
ITPR3	11.12	5.038	.571	.757
ITPR4	10.80	5.175	.566	.760

3) Expected Retirement Age

Reliability Statistics

Cronbach's Alpha	N of Items
.846	4

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
ERA1	8.78	8.595	.744	.777
ERA2	8.60	8.706	.815	.743
ERA3	8.62	9.995	.679	.806
ERA4	8.23	11.261	.511	.870

4) Financial Practices

Reliability Statistics

Cronbach's Alpha	N of Items
.839	6

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
FP1	18.72	8.714	.635	.809
FP2	18.79	8.790	.620	.812
FP3	18.71	7.874	.652	.806
FP4	18.84	8.736	.629	.810
FP5	18.72	8.481	.667	.803
FP6	18.94	8.640	.515	.834

5) Financial Literacy

Reliability Statistics

Cronbach's Alpha	N of Items
.792	4

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
FL4	9.81	4.754	.624	.731
FL5	10.13	4.255	.610	.741
FL6	10.14	4.728	.626	.729
FL7	10.12	4.915	.558	.762

6) Goal Clarity of Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.752	3

Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Deleted
GCR3	6.90	2.101	.624	.616
GCR4	6.86	2.363	.627	.627
GCR5	7.25	2.167	.506	.764

Reliability Analysis for Variables (Model 3 – Private Working Adults)

7) Attitude towards Retirement

Reliability Statistics

Cronbach's Alpha	N of Items
.883	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ATTR2	18.55	35.106	.437	.887
ATTR3	19.47	30.941	.755	.857
ATTR4	19.35	30.587	.786	.854
ATTR5	19.48	31.004	.750	.858
ATTR6	19.38	31.300	.695	.863
ATTR7	18.85	31.881	.651	.868
ATTR8	18.81	32.366	.602	.873
ERA5	18.85	32.920	.528	.881

8) Financial Socialization through Parents (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.803	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FS1	10.92	4.685	.615	.754
FS2	10.79	4.130	.722	.698
FS3	10.72	4.277	.710	.705
FS5	10.07	5.738	.436	.829

9) Financial Socialisation through others (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.738	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP11	12.75	7.857	.430	.721
FS4	12.80	7.616	.497	.694
FS6	12.54	8.123	.403	.729
FS7	12.52	7.644	.628	.651
FS8	12.67	7.363	.571	.665

10) Insurance Planning

Reliability Statistics

Cronbach's Alpha	N of Items
.688	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IP1	10.55	3.312	.518	.592
IP2	10.44	3.881	.465	.627
IP3	10.04	4.226	.448	.642
IP4	10.23	3.508	.471	.625

11) Cash Management

Reliability Statistics

Cronbach's Alpha	N of Items
.758	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FP7	5.70	3.003	.658	.590
FP8	5.48	3.932	.486	.783
FP9	6.06	3.264	.630	.626

12) Knowledge on value of money (new variable)

Reliability Statistics

Cronbach's Alpha	N of Items
.734	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FL3	11.48	3.503	.498	.690
FL1	11.34	3.012	.606	.625
FL11	11.61	3.352	.547	.663
FP10	12.11	3.313	.459	.715

Independent T-Test Model 1 (Malaysian Working Adults)

Independent Samples Test											
			Levene's Test for Equality of Variances		t-test for Equality of Means						
			F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
URBANRURAL										Lower	Upper
Urban	MeanRETCONFIDENCE	Equal variances assumed	.901	.343	-1.591	627	.112	-.08916	.05604	-.19921	.02089
		Equal variances not assumed			-1.577	565.687	.115	-.08916	.05655	-.20024	.02192
Rural	MeanRETCONFIDENCE	Equal variances assumed	11.602	.001	-.955	478	.340	-.06982	.07310	-.21345	.07382
		Equal variances not assumed			-.945	430.968	.345	-.06982	.07387	-.21500	.07537

Independent T-Test Model 2 (Government Working Adults)

Independent Samples Test											
			Levene's Test for Equality of Variances		t-test for Equality of Means						
			F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
URBANRURAL										Lower	Upper
Urban	MeanRETCONFIDENCE	Equal variances assumed	.048	.826	-3.409	310	.001	-.27489	.08063	-.43355	-.11624
		Equal variances not assumed			-3.393	279.268	.001	-.27489	.08103	-.43439	-.11539
Rural	MeanRETCONFIDENCE	Equal variances assumed	.186	.667	1.646	253	.101	.13975	.08491	-.02748	.30698
		Equal variances not assumed			1.643	248.367	.102	.13975	.08506	-.02779	.30729

Independent T-Test Model 3 (Private Working Adults)

Independent Samples Test											
URBANRURAL			Levene's Test for Equality of Variances		t-test for Equality of Means						
			F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
										Lower	Upper
Urban	MeanRETCONFIDENCEpri	Equal variances assumed	5.967	.015	1.272	315	.204	.09809	.07709	-.05359	.24977
		Equal variances not assumed			1.254	279.907	.211	.09809	.07824	-.05594	.25211
Rural	MeanRETCONFIDENCEpri	Equal variances assumed	10.307	.002	-2.836	223	.005	-.33464	.11798	-.56713	-.10214
		Equal variances not assumed			-2.809	195.812	.005	-.33464	.11914	-.56960	-.09967

ANOVA Test - Model 1 (Malaysian Working Adults)(Age Cohort Differences in Retirement Confidence)

Dependent Variable: MeanRETCONFIDENCE

Tukey HSD

(I) AGE	(J) AGE	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than 29 years old	30 - 39 years	.02284	.05480	.976	-.1181	.1638
	40 - 49 years	-.19494*	.06545	.016	-.3633	-.0265
	50 - 59 years	-.26377*	.07528	.003	-.4575	-.0701
30 - 39 years	Less than 29 years old	-.02284	.05480	.976	-.1638	.1181
	40 - 49 years	-.21778*	.06073	.002	-.3740	-.0615
	50 - 59 years	-.28661*	.07122	.000	-.4698	-.1034
40 - 49 years	Less than 29 years old	.19494*	.06545	.016	.0265	.3633
	30 - 39 years	.21778*	.06073	.002	.0615	.3740
	50 - 59 years	-.06883	.07970	.824	-.2739	.1362
50 - 59 years	Less than 29 years old	.26377*	.07528	.003	.0701	.4575
	30 - 39 years	.28661*	.07122	.000	.1034	.4698
	40 - 49 years	.06883	.07970	.824	-.1362	.2739

*, The mean difference is significant at the 0.05 level.

ANOVA Test - Model 2 (Government Working Adults)(Age Cohort Differences in Retirement Confidence)

Dependent Variable: MeanRETCONFIDENCE						
Tukey HSD						
(I) AGE	(J) AGE	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than 29 years old	30 - 39 years	.05563	.07756	.890	-.1442	.2555
	40 - 49 years	-.12936	.08567	.432	-.3501	.0914
	50 - 59 years	-.22330	.09142	.070	-.4589	.0123
30 - 39 years	Less than 29 years old	-.05563	.07756	.890	-.2555	.1442
	40 - 49 years	-.18499	.07810	.084	-.3862	.0163
	50 - 59 years	-.27892*	.08437	.006	-.4963	-.0615
40 - 49 years	Less than 29 years old	.12936	.08567	.432	-.0914	.3501
	30 - 39 years	.18499	.07810	.084	-.0163	.3862
	50 - 59 years	-.09393	.09188	.736	-.3307	.1428
50 - 59 years	Less than 29 years old	.22330	.09142	.070	-.0123	.4589
	30 - 39 years	.27892*	.08437	.006	.0615	.4963
	40 - 49 years	.09393	.09188	.736	-.1428	.3307

*. The mean difference is significant at the 0.05 level.

ANOVA Test - Model 3 (Private Working Adults)(Age Cohort Differences in Retirement Confidence)

Dependent Variable: MeanRETCONFIDENCEpri						
Tukey HSD						
(I) AGE	(J) AGE	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than 29 years old	30 - 39 years	.03771	.07802	.963	-.1634	.2388
	40 - 49 years	-.13751	.10274	.539	-.4023	.1273
	50 - 59 years	-.03434	.14025	.995	-.3958	.3271
30 - 39 years	Less than 29 years old	-.03771	.07802	.963	-.2388	.1634
	40 - 49 years	-.17522	.09688	.270	-.4249	.0744
	50 - 59 years	-.07205	.13602	.952	-.4226	.2785
40 - 49 years	Less than 29 years old	.13751	.10274	.539	-.1273	.4023
	30 - 39 years	.17522	.09688	.270	-.0744	.4249
	50 - 59 years	.10317	.15156	.904	-.2874	.4937
50 - 59 years	Less than 29 years old	.03434	.14025	.995	-.3271	.3958
	30 - 39 years	.07205	.13602	.952	-.2785	.4226
	40 - 49 years	-.10317	.15156	.904	-.4937	.2874

ANOVA Test - Model 1 (Malaysian Working Adults)(Differences in Retirement Confidence based on Education level)

Dependent Variable: MeanRETCONFIDENCE

Tukey HSD

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Sijil Pelajaran Malaysia (SPM) and below	Sijil Tinggi Persekolahan Malaysia (STPM)	-.17980	.08839	.394	-.4409	.0813
	Diploma	-.09928	.06220	.685	-.2830	.0845
	Bachelor's Degree	-.20952*	.06096	.011	-.3896	-.0294
	Masters degree	-.03647	.08157	.999	-.2774	.2045
	Doctoral Degree	-.63636*	.16688	.003	-1.1293	-.1434
	Others (Professional Certificate)	.03824	.30422	1.000	-.8603	.9368
Sijil Tinggi Persekolahan Malaysia (STPM)	Sijil Pelajaran Malaysia (SPM) and below	.17980	.08839	.394	-.0813	.4409
	Diploma	.08051	.08800	.970	-.1794	.3404
	Bachelor's Degree	-.02973	.08713	1.000	-.2871	.2276
	Masters degree	.14333	.10261	.804	-.1598	.4464
	Doctoral Degree	-.45656	.17811	.138	-.9827	.0695
	Others (Professional Certificate)	.21804	.31052	.992	-.6992	1.1352
Diploma	Sijil Pelajaran Malaysia (SPM) and below	.09928	.06220	.685	-.0845	.2830
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.08051	.08800	.970	-.3404	.1794
	Bachelor's Degree	-.11024	.06040	.531	-.2886	.0682
	Masters degree	.06282	.08115	.987	-.1769	.3025
	Doctoral Degree	-.53707*	.16667	.022	-1.0294	-.0448
	Others (Professional Certificate)	.13753	.30410	.999	-.7607	1.0358
Bachelor's Degree	Sijil Pelajaran Malaysia (SPM) and below	.20952*	.06096	.011	.0294	.3896
	Sijil Tinggi Persekolahan Malaysia (STPM)	.02973	.08713	1.000	-.2276	.2871
	Diploma	.11024	.06040	.531	-.0682	.2886
	Masters degree	.17305	.08020	.320	-.0638	.4100
	Doctoral Degree	-.42684	.16621	.137	-.9178	.0641
	Others (Professional Certificate)	.24777	.30385	.983	-.6497	1.1453
Masters degree	Sijil Pelajaran Malaysia (SPM) and below	.03647	.08157	.999	-.2045	.2774
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.14333	.10261	.804	-.4464	.1598
	Diploma	-.06282	.08115	.987	-.3025	.1769
	Bachelor's Degree	-.17305	.08020	.320	-.4100	.0638
	Doctoral Degree	-.59989*	.17483	.011	-1.1163	-.0835
	Others (Professional Certificate)	.07471	.30865	1.000	-.8370	.9864
Doctoral Degree	Sijil Pelajaran Malaysia (SPM) and below	.63636*	.16688	.003	.1434	1.1293
	Sijil Tinggi Persekolahan Malaysia (STPM)	.45656	.17811	.138	-.0695	.9827

	Diploma	.53707*	.16667	.022	.0448	1.0294
	Bachelor's Degree	.42684	.16621	.137	-.0641	.9178
	Masters degree	.59989*	.17483	.011	.0835	1.1163
	Others (Professional Certificate)	.67460	.34126	.430	-.3334	1.6826
Others (Professional Certificate)	Sijil Pelajaran Malaysia (SPM) and below	-.03824	.30422	1.000	-.9368	.8603
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.21804	.31052	.992	-1.1352	.6992
	Diploma	-.13753	.30410	.999	-1.0358	.7607
	Bachelor's Degree	-.24777	.30385	.983	-1.1453	.6497
	Masters degree	-.07471	.30865	1.000	-.9864	.8370
	Doctoral Degree	-.67460	.34126	.430	-1.6826	.3334

*. The mean difference is significant at the 0.05 level.

ANOVA Test - Model 2 (Government Working Adults)(Differences in Retirement Confidence based on Education level)

Dependent Variable: MeanRETCONFIDENCE Tukey HSD

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Sijil Pelajaran Malaysia (SPM) and below	Sijil Tinggi Persekolahan Malaysia (STPM)	-.03434	.10705	1.000	-.3511	.2824
	Diploma	.02823	.08219	1.000	-.2150	.2714
	Bachelor's Degree	-.03825	.07625	.999	-.2639	.1874
	Masters degree	-.20101	.14125	.789	-.6190	.2170
	Doctoral Degree	.28635	.31855	.973	-.6563	1.2290
	Others (Professional Certificate)	.25301	.29165	.977	-.6100	1.1160
Sijil Tinggi Persekolahan Malaysia (STPM)	Sijil Pelajaran Malaysia (SPM) and below	.03434	.10705	1.000	-.2824	.3511
	Diploma	.06257	.11082	.998	-.2654	.3905
	Bachelor's Degree	-.00391	.10649	1.000	-.3190	.3112
	Masters degree	-.16667	.15961	.943	-.6390	.3056
	Doctoral Degree	.32069	.32711	.958	-.6473	1.2886
	Others (Professional Certificate)	.28736	.30097	.963	-.6032	1.1779
Diploma	Sijil Pelajaran Malaysia (SPM) and below	-.02823	.08219	1.000	-.2714	.2150
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.06257	.11082	.998	-.3905	.2654
	Bachelor's Degree	-.06648	.08146	.983	-.3075	.1746
	Masters degree	-.22924	.14413	.689	-.6557	.1973
	Doctoral Degree	.25812	.31984	.984	-.6883	1.2046
	Others (Professional Certificate)	.22479	.29305	.988	-.6424	1.0919
Bachelor's Degree	Sijil Pelajaran Malaysia (SPM) and below	.03825	.07625	.999	-.1874	.2639
	Sijil Tinggi Persekolahan Malaysia (STPM)	.00391	.10649	1.000	-.3112	.3190
	Diploma	.06648	.08146	.983	-.1746	.3075
	Masters degree	-.16276	.14082	.910	-.5795	.2540
	Doctoral Degree	.32460	.31836	.949	-.6175	1.2667
	Others (Professional Certificate)	.29127	.29144	.954	-.5711	1.1537

Masters degree	Sijil Pelajaran Malaysia (SPM) and below	.20101	.14125	.789	-.2170	.6190
	Sijil Tinggi Persekolahan Malaysia (STPM)	.16667	.15961	.943	-.3056	.6390
	Diploma	.22924	.14413	.689	-.1973	.6557
	Bachelor's Degree	.16276	.14082	.910	-.2540	.5795
	Doctoral Degree	.48736	.33984	.783	-.5183	1.4930
	Others (Professional Certificate)	.45402	.31476	.778	-.4774	1.3854
Doctoral Degree	Sijil Pelajaran Malaysia (SPM) and below	-.28635	.31855	.973	-1.2290	.6563
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.32069	.32711	.958	-1.2886	.6473
	Diploma	-.25812	.31984	.984	-1.2046	.6883
	Bachelor's Degree	-.32460	.31836	.949	-1.2667	.6175
	Masters degree	-.48736	.33984	.783	-1.4930	.5183
	Others (Professional Certificate)	-.03333	.42497	1.000	-1.2909	1.2242
Others (Professional Certificate)	Sijil Pelajaran Malaysia (SPM) and below	-.25301	.29165	.977	-1.1160	.6100
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.28736	.30097	.963	-1.1779	.6032
	Diploma	-.22479	.29305	.988	-1.0919	.6424
	Bachelor's Degree	-.29127	.29144	.954	-1.1537	.5711
	Masters degree	-.45402	.31476	.778	-1.3854	.4774
	Doctoral Degree	.03333	.42497	1.000	-1.2242	1.2909

ANOVA Test - Model 3 (Private Working Adults)(Differences in Retirement Confidence based on Education level)

Dependent Variable: MeanRETCONFIDENCEpri Tukey HSD

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Sijil Pelajaran Malaysia (SPM) and below	Sijil Tinggi Persekolahan Malaysia (STPM)	-.37468	.14542	.105	-.7906	.0412
	Diploma	-.36964*	.09329	.001	-.6365	-.1028
	Bachelor's Degree	-.48635*	.09578	.000	-.7603	-.2124
	Masters degree	-.20883	.10751	.377	-.5163	.0987
	Doctoral Degree	-1.20057*	.20049	.000	-1.7740	-.6271
Sijil Tinggi Persekolahan Malaysia (STPM)	Sijil Pelajaran Malaysia (SPM) and below	.37468	.14542	.105	-.0412	.7906
	Diploma	.00504	.14015	1.000	-.3958	.4059
	Bachelor's Degree	-.11167	.14181	.970	-.5173	.2939
	Masters degree	.16585	.14999	.879	-.2631	.5948
	Doctoral Degree	-.82589*	.22613	.004	-1.4726	-.1791
Diploma	Sijil Pelajaran Malaysia (SPM) and below	.36964*	.09329	.001	.1028	.6365
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.00504	.14015	1.000	-.4059	.3958
	Bachelor's Degree	-.11671	.08757	.767	-.3672	.1337
	Masters degree	.16081	.10027	.596	-.1260	.4476
	Doctoral Degree	-.83093*	.19670	.000	-1.3935	-.2683
Bachelor's Degree	Sijil Pelajaran Malaysia (SPM) and below	.48635*	.09578	.000	.2124	.7603
	Sijil Tinggi Persekolahan Malaysia (STPM)	.11167	.14181	.970	-.2939	.5173
	Diploma	.11671	.08757	.767	-.1337	.3672
	Masters degree	.27752	.10258	.076	-.0159	.5709
	Doctoral Degree	-.71422*	.19789	.005	-1.2802	-.1482

Masters degree	Sijil Pelajaran Malaysia (SPM) and below	.20883	.10751	.377	-.0987	.5163
	Sijil Tinggi Persekolahan Malaysia (STPM)	-.16585	.14999	.879	-.5948	.2631
	Diploma	-.16081	.10027	.596	-.4476	.1260
	Bachelor's Degree	-.27752	.10258	.076	-.5709	.0159
	Doctoral Degree	-.99174*	.20383	.000	-1.5747	-.4088
Doctoral Degree	Sijil Pelajaran Malaysia (SPM) and below	1.20057*	.20049	.000	.6271	1.7740
	Sijil Tinggi Persekolahan Malaysia (STPM)	.82589*	.22613	.004	.1791	1.4726
	Diploma	.83093*	.19670	.000	.2683	1.3935
	Bachelor's Degree	.71422*	.19789	.005	.1482	1.2802
	Masters degree	.99174*	.20383	.000	.4088	1.5747

*. The mean difference is significant at the 0.05 level.

ANOVA Test - Model 1 (Malaysian Working Adults)(Differences in Retirement Confidence based on Income level)

Dependent Variable: MeanRETCONFIDENCE Tukey HSD

(I) INCOME	(J) INCOME	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than RM1000	RM1001 - RM2000	-.53916*	.12134	.000	-.8856	-.1928
	RM2001 - RM3,000	-.61908*	.11904	.000	-.9589	-.2792
	RM3001 - RM 4000	-.63371*	.12299	.000	-.9848	-.2826
	RM4,001 - RM5,000	-.65432*	.12938	.000	-1.0237	-.2850
	RM5001 and above	-.89836*	.12534	.000	-1.2562	-.5405
RM1001 - RM2000	Less than RM1000	.53916*	.12134	.000	.1928	.8856
	RM2001 - RM3,000	-.07992	.06154	.786	-.2556	.0958
	RM3001 - RM 4000	-.09455	.06886	.743	-.2911	.1020
	RM4,001 - RM5,000	-.11516	.07971	.700	-.3427	.1124
	RM5001 and above	-.35920*	.07299	.000	-.5676	-.1508
RM2001 - RM3,000	Less than RM1000	.61908*	.11904	.000	.2792	.9589
	RM1001 - RM2000	.07992	.06154	.786	-.0958	.2556
	RM3001 - RM 4000	-.01463	.06472	1.000	-.1994	.1701
	RM4,001 - RM5,000	-.03524	.07617	.997	-.2527	.1822
	RM5001 and above	-.27928*	.06910	.001	-.4765	-.0820
RM3001 - RM 4000	Less than RM1000	.63371*	.12299	.000	.2826	.9848
	RM1001 - RM2000	.09455	.06886	.743	-.1020	.2911
	RM2001 - RM3,000	.01463	.06472	1.000	-.1701	.1994
	RM4,001 - RM5,000	-.02061	.08220	1.000	-.2553	.2140
	RM5001 and above	-.26465*	.07569	.006	-.4807	-.0486
RM4,001 - RM5,000	Less than RM1000	.65432*	.12938	.000	.2850	1.0237
	RM1001 - RM2000	.11516	.07971	.700	-.1124	.3427
	RM2001 - RM3,000	.03524	.07617	.997	-.1822	.2527
	RM3001 - RM 4000	.02061	.08220	1.000	-.2140	.2553
	RM5001 and above	-.24404	.08568	.051	-.4886	.0006
RM5001 and above	Less than RM1000	.89836*	.12534	.000	.5405	1.2562
	RM1001 - RM2000	.35920*	.07299	.000	.1508	.5676
	RM2001 - RM3,000	.27928*	.06910	.001	.0820	.4765
	RM3001 - RM 4000	.26465*	.07569	.006	.0486	.4807
	RM4,001 - RM5,000	.24404	.08568	.051	-.0006	.4886

*. The mean difference is significant at the 0.05 level.

ANOVA Test - Model 2 (Government Working Adults) (Differences in Retirement Confidence based on Income level)

Dependent Variable: MeanRETCONFIDENCE Tukey HSD

(I) INCOME	(J) INCOME	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than RM1000	RM1001- RM2000	-.65492	.35180	.427	-1.6609	.3511
	RM2001 - RM3,000	-.68212	.35077	.376	-1.6852	.3209
	RM3001- RM 4000	-.83429	.35213	.169	-1.8413	.1727
	RM4,001 - RM5,000	-.80515	.35611	.212	-1.8235	.2132
	RM5001 and above	-.95085	.35281	.078	-1.9598	.0580
RM1001- RM2000	Less than RM1000	.65492	.35180	.427	-.3511	1.6609
	RM2001 - RM3,000	-.02720	.08410	1.000	-.2677	.2133
	RM3001- RM 4000	-.17937	.08962	.343	-.4356	.0769
	RM4,001 - RM5,000	-.15023	.10415	.701	-.4481	.1476
	RM5001 and above	-.29593*	.09224	.018	-.5597	-.0322
RM2001 - RM3,000	Less than RM1000	.68212	.35077	.376	-.3209	1.6852
	RM1001- RM2000	.02720	.08410	1.000	-.2133	.2677
	RM3001- RM 4000	-.15217	.08549	.480	-.3966	.0923
	RM4,001 - RM5,000	-.12303	.10062	.826	-.4108	.1647
	RM5001 and above	-.26874*	.08824	.029	-.5211	-.0164
RM3001- RM 4000	Less than RM1000	.83429	.35213	.169	-.1727	1.8413
	RM1001- RM2000	.17937	.08962	.343	-.0769	.4356
	RM2001 - RM3,000	.15217	.08549	.480	-.0923	.3966
	RM4,001 - RM5,000	.02914	.10527	1.000	-.2719	.3302
	RM5001 and above	-.11656	.09351	.814	-.3840	.1508
RM4,001 - RM5,000	Less than RM1000	.80515	.35611	.212	-.2132	1.8235
	RM1001- RM2000	.15023	.10415	.701	-.1476	.4481
	RM2001 - RM3,000	.12303	.10062	.826	-.1647	.4108
	RM3001- RM 4000	-.02914	.10527	1.000	-.3302	.2719
	RM5001 and above	-.14570	.10751	.754	-.4531	.1617
RM5001 and above	Less than RM1000	.95085	.35281	.078	-.0580	1.9598
	RM1001- RM2000	.29593*	.09224	.018	.0322	.5597
	RM2001 - RM3,000	.26874*	.08824	.029	.0164	.5211
	RM3001- RM 4000	.11656	.09351	.814	-.1508	.3840
	RM4,001 - RM5,000	.14570	.10751	.754	-.1617	.4531

*. The mean difference is significant at the 0.05 level.

ANOVA Test - Model 3 (Private Working Adults)(Differences in Retirement Confidence based on Income level)

Dependent Variable: MeanRETCONFIDENCEpri Tukey HSD

(I) INCOME	(J) INCOME	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Less than RM1000	RM1001- RM2000	-.52549*	.14149	.003	-.9302	-.1208
	RM2001 - RM3,000	-.62165*	.13604	.000	-1.0107	-.2326
	RM3001- RM 4000	-.42349*	.14730	.048	-.8448	-.0022
	RM4,001 - RM5,000	-.49123*	.15919	.026	-.9465	-.0359
	RM5001 and above	-.86602*	.15613	.000	-1.3126	-.4195
RM1001- RM2000	Less than RM1000	.52549*	.14149	.003	.1208	.9302
	RM2001 - RM3,000	-.09616	.09009	.894	-.3538	.1615
	RM3001- RM 4000	.10200	.10633	.930	-.2021	.4061
	RM4,001 - RM5,000	.03427	.12228	1.000	-.3155	.3840
	RM5001 and above	-.34053*	.11826	.047	-.6788	-.0023
RM2001 - RM3,000	Less than RM1000	.62165*	.13604	.000	.2326	1.0107
	RM1001- RM2000	.09616	.09009	.894	-.1615	.3538
	RM3001- RM 4000	.19816	.09896	.342	-.0849	.4812
	RM4,001 - RM5,000	.13043	.11592	.871	-.2011	.4620
	RM5001 and above	-.24437	.11168	.245	-.5638	.0751
RM3001- RM 4000	Less than RM1000	.42349*	.14730	.048	.0022	.8448
	RM1001- RM2000	-.10200	.10633	.930	-.4061	.2021
	RM2001 - RM3,000	-.19816	.09896	.342	-.4812	.0849
	RM4,001 - RM5,000	-.06774	.12895	.995	-.4365	.3011
	RM5001 and above	-.44253*	.12515	.006	-.8005	-.0846
RM4,001 - RM5,000	Less than RM1000	.49123*	.15919	.026	.0359	.9465
	RM1001- RM2000	-.03427	.12228	1.000	-.3840	.3155
	RM2001 - RM3,000	-.13043	.11592	.871	-.4620	.2011
	RM3001- RM 4000	.06774	.12895	.995	-.3011	.4365
	RM5001 and above	-.37479	.13895	.077	-.7722	.0226
RM5001 and above	Less than RM1000	.86602*	.15613	.000	.4195	1.3126
	RM1001- RM2000	.34053*	.11826	.047	.0023	.6788
	RM2001 - RM3,000	.24437	.11168	.245	-.0751	.5638
	RM3001- RM 4000	.44253*	.12515	.006	.0846	.8005
	RM4,001 - RM5,000	.37479	.13895	.077	-.0226	.7722

*. The mean difference is significant at the 0.05 level.

Multiple Regression Results – Model 1 (Malaysian Working Adults)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanCREDITCARDMANAGE, DIncome2, DAge2, MeanFSOTHERS, MeanATTITUDE_sqrt, MeanMONEYVALUEKNOW_sqrt_Ref, DEdu1, MeanINSURANCEPLAN, DAge4, MeanINVESTKNOW, MeanFSPARENT_sqrt_Ref, MeanFINPRACTICES_sqrt_Ref, MeanCASHMANAGE_sqrt, DAge3, MeanGOALCLARITY_sqrt_Ref, MeanEXPRETIREAGE_sqrt, MeanFINLITERACY ^b	.	Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.554 ^a	.306	.296	.62392	.306	28.358	17	1091	.000

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	187.664	17	11.039	28.358	.000 ^b
	Residual	424.695	1091	.389		
	Total	612.359	1108			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.038	.289		3.590	.000					
	DAge2	-.081	.047	-.053	-1.703	.089	-.095	-.051	-.043	.647	1.544
	DAge3	.106	.058	.057	1.808	.071	.088	.055	.046	.651	1.537
	DAge4	.216	.070	.097	3.111	.002	.103	.094	.078	.658	1.519
	DEdu1	-.106	.044	-.067	-2.406	.016	-.066	-.073	-.061	.819	1.220
	DIncome2	-.045	.039	-.030	-1.156	.248	-.025	-.035	-.029	.945	1.058
	MeanEXPRETIR	.095	.074	.041	1.278	.202	.098	.039	.032	.606	1.649
	EAGE_sqrt										
	MeanFINPRACT	-.351	.131	.086	2.690	.007	.172	-.081	-.068	.624	1.602
	ICES_sqrt_Ref										
	MeanFINLITER	.326	.043	.253	7.645	.000	.310	.225	.193	.582	1.719
	ACY										
	MeanATTITUDE_sqrt	.170	.099	.058	1.728	.084	.073	.052	.044	.570	1.755
	MeanGOALCLARITY_sqrt_Ref	1.162	.130	.290	8.915	.000	.339	.261	.225	.602	1.661
	MeanFSPARENT_sqrt_Ref	.469	.109	.126	4.295	.000	.222	.129	.108	.742	1.347
	MeanFSOTHERS	.044	.032	.041	1.348	.178	.208	.041	.034	.702	1.424
	MeanINSURANCEPLAN	.163	.037	.125	4.384	.000	.286	.132	.111	.787	1.270
	MeanCASHMANAGE_sqrt	-.354	.086	-.123	-4.126	.000	-.064	-.124	-.104	.715	1.399
	MeanMONEYVALUEKNOW_sqrt_Ref	-.892	.092	-.279	-9.737	.000	-.113	-.283	-.246	.777	1.288
	MeanINVESTKNOW	-.051	.034	-.043	-1.471	.142	.068	-.044	-.037	.743	1.347
	MeanCREDITCARDMANAGE	.016	.025	.018	.633	.527	.141	.019	.016	.769	1.300

a. Dependent Variable: MeanRETCONFIDENCE

Multiple Regression Results – Model 2 (Government Working Adults)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanFSOTHERS, DIncome2, MeanEXPRETIREAGE_sqrt, DAge2, MeanINVESTKNOW, DEdu2, MeanINSURANCEPLAN, FSPARENT_sqrt_Ref, MeanCASHMANAGE, MeanRISKKNOW_sqrt, DAge3, MeanGOALCLARITY, MeanFINPRACTICES, MeanFINLITERACY, MeanATTITUDE, DAge4 ^b	.	Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.478 ^a	.228	.206	.62466	.228	10.171	16	550	.000

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.497	16	3.969	10.171	.000 ^b
	Residual	214.608	550	.390		
	Total	278.105	566			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.123	.436		2.574	.010					
	DAge2	-.074	.073	-.051	-1.014	.311	-.112	-.043	-.038	.560	1.786
	DAge3	.039	.089	.023	.434	.665	.062	.018	.016	.487	2.052
	DAge4	.076	.100	.042	.761	.447	.116	.032	.028	.469	2.130
	DEdu2	.011	.060	.008	.181	.856	.006	.008	.007	.787	1.270
	DIncome2	-.123	.063	-.087	-1.960	.050	-.149	-.083	-.073	.704	1.420
	MeanFINPRACTICES	-.184	.068	.125	2.695	.007	.143	-.114	-.101	.650	1.538
	MeanFINLITERACY	.175	.060	.138	2.913	.004	.213	.123	.109	.623	1.605
	MeanEXPRETIREAGE_sqrt	.547	.119	.227	4.600	.000	.055	.192	.172	.576	1.735
	MeanATTITUDE	-.174	.053	-.170	-3.280	.001	-.104	-.139	-.123	.520	1.924
	MeanGOALCLARITY	.432	.063	.315	6.874	.000	.361	.281	.257	.667	1.498
	FSPARENT_sqrt_Ref	.327	.146	.095	2.235	.026	.146	.095	.084	.776	1.288
	MeanINSURANCEPLAN	.016	.056	.012	.288	.774	.156	.012	.011	.774	1.293
	MeanINVESTKNOW	-.087	.060	-.064	-1.469	.142	.082	-.063	-.055	.730	1.370
	MeanCASHMANAGE	-.128	.037	-.148	-3.434	.001	-.170	-.145	-.129	.757	1.320
	MeanRISKKNOW_sqrt	-.009	.211	-.002	-.041	.967	.176	-.002	-.002	.729	1.372
	MeanFSOTHERS	.095	.047	.086	2.029	.043	.146	.086	.076	.785	1.273

a. Dependent Variable: MeanRETCONFIDENCE

Multiple Regression Results – Model 3 (Private Working Adults)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanCASHMANAGEpri, MeanFINPRACTICESpri_sqrt_Ref, DAge2, DEdu2, MeanEXPRETIREAGEpri, DAge4, MeanFSPARENTpri, MeanINSURANCEPLANpri, MeanINVESTTRISKKNOWpri_sqrt_Ref, DAge3, MeanATTITUDEpri_sqrt, MeanGOALCLARITYpri, MeanFSOTHERSpri, DIncome2, MeanFINLITERACYpri ^b		Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.630 ^a	.397	.380	.61484	.397	23.131	15	526	.000

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.160	15	8.744	23.131	.000 ^b
	Residual	198.843	526	.378		
	Total	330.003	541			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.010	.321		-.033	.974					
	DAge2	-.131	.068	-.084	-1.932	.054	-.053	-.084	-.065	.612	1.635
	DAge3	.010	.093	.005	.112	.911	.073	.005	.004	.592	1.688
	DAge4	.138	.120	.045	1.144	.253	.009	.050	.039	.738	1.355
	DEdu2	.192	.071	.109	2.696	.007	.180	.117	.091	.702	1.425
	DIncome2	-.037	.073	-.023	-.504	.614	.037	-.022	-.017	.551	1.815
	MeanEXPRETIREAGEpri	.032	.031	.041	1.033	.302	.261	.045	.035	.718	1.392
	MeanFINPRACTICESpri_sqrt_Ref	-.144	.174	-.036	-.825	.410	.187	-.036	-.028	.614	1.628
	MeanFINLITERACYpri	.267	.053	.238	4.996	.000	.393	.213	.169	.506	1.977
	MeanATTITUDEpri_sqrt	.797	.134	.249	5.966	.000	.361	.252	.202	.658	1.519
	MeanGOALCLARITYpri	.331	.049	.297	6.737	.000	.359	.282	.228	.589	1.698
	MeanFSPARENTpri	.049	.044	.044	1.099	.272	.187	.048	.037	.723	1.383
	MeanFSOTHERSpri	.107	.052	.092	2.046	.041	.375	.089	.069	.565	1.768
	MeanINSURANCEPLANpri	.205	.052	.161	3.980	.000	.347	.171	.135	.698	1.432
	MeanINVESTTRISKKNOWpri_sqrt_Ref	-.969	.160	-.247	-6.042	.000	.057	-.255	-.204	.686	1.458
	MeanCASHMANAGEpri	-.038	.037	-.042	-1.037	.300	.122	-.045	-.035	.682	1.465

a. Dependent Variable: MeanRETCONFIDENCEpri

Hierarchical Multiple Regression Results – Model 1 (Malaysian Working Adults)- Mediation Relationship

Step 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanMONEYVALUEKNOW_sqrt_Ref, DAge4, MeanFSPARENT_sqrt_Ref, MeanCASHMANAGE_sqrt, DEdu1, MeanINSURANCEPLAN, MeanGOALCLARITY_sqrt_Ref, MeanFINLITERACY, MeanFINPRACTICES_sqrt_Ref ^b	.	Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.452 ^a	.204	.198	.17597	.204	31.367	9	1099	.000

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.742	9	.971	31.367	.000 ^b
	Residual	34.033	1099	.031		
	Total	42.775	1108			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.886	.074		11.922	.000					
	DAge4	.003	.017	.004	.157	.875	.008	.005	.004	.894	1.119
	DEdu1	-.021	.012	-.050	-1.746	.081	-.073	-.053	-.047	.882	1.133
	MeanFINPRACTICES_sqrt_Re	.104	.036	.096	2.893	.004	.314	.087	.078	.658	1.520
	MeanFINLITERACY	.043	.011	.126	3.908	.000	.298	.117	.105	.697	1.435
	MeanGOALCLARITY_sqrt_Re	.271	.035	.255	7.659	.000	.393	.225	.206	.651	1.536
	MeanFSPARENT_sqrt_Ref	.027	.030	.028	.925	.355	.154	.028	.025	.810	1.235
	MeanINSURANCEPLAN	.021	.010	.060	2.013	.044	.209	.061	.054	.816	1.226
	MeanCASHMANAGE_sqrt	-.038	.021	-.050	-1.768	.077	-.058	-.053	-.048	.906	1.104
	MeanMONEYVALUEKNOW_	.054	.025	.063	2.175	.030	.205	.065	.059	.853	1.173

a. Dependent Variable: MeanINTENTOPLAN_sqrt_Ref

Step 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanINTENTOPLAN_sqrt_Ref ^b	.	Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.258 ^a	.066	.066	.71865	.066	78.680	1	1107	.000

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	40.635	1	40.635	78.680	.000 ^b
Residual	571.723	1107	.516		
Total	612.359	1108			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.292	.192		6.724	.000					
	MeanINTENT OPLAN_sqrt_Ref	.975	.110	.258	8.870	.000	.258	.258	.258	1.000	1.000

a. Dependent Variable: MeanRETCONFIDENCE

Step 4

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanMONEYVALUEKNOW_sqrt_Ref, MeanINSURANCEPLAN, MeanFINPRACTICES_sqrt_Ref, MeanFINLITERACY, MeanGOALCLARITY_sqrt_Ref ^b		Enter
2	MeanINTENTOPLAN_sqrt_Ref ^b		Enter

a. Dependent Variable: MeanRETCONFIDENCE

b. All requested variables entered.

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.507 ^a	.257	.253	.64243	.257	76.144	5	1103	.000
2	.519 ^b	.269	.265	.63714	.013	19.388	1	1102	.000

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.131	5	31.426	76.144	.000 ^b
	Residual	455.228	1103	.413		
	Total	612.359	1108			
2	Regression	165.001	6	27.500	67.743	.000 ^c
	Residual	447.357	1102	.406		
	Total	612.359	1108			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.159	.217		5.333	.000					
	MeanFINPR ACTICES_s qrt_Ref	-.231	.128	-.056	-1.809	.071	.172	-.054	-.047	.691	1.447
	MeanFINLIT ERACY	.346	.039	.268	8.928	.000	.310	.260	.232	.749	1.335
	MeanGOAL CLARITY_s qrt_Ref	1.195	.128	.298	9.367	.000	.339	.271	.243	.667	1.500
	MeanINSUR ANCEPLAN	.227	.036	.173	6.219	.000	.286	.184	.161	.868	1.152
	MeanMONE YVALUEK NOW_sqrt_ Ref	-.922	.090	-.288	-10.260	.000	-.113	-.295	-.266	.856	1.169
2	(Constant)	.761	.234		3.256	.001					
	MeanFINPR ACTICES_s qrt_Ref	-.287	.127	-.070	-2.250	.025	.172	-.068	-.058	.684	1.462
	MeanFINLIT ERACY	.325	.039	.252	8.405	.000	.310	.245	.216	.738	1.355
	MeanGOAL CLARITY_s qrt_Ref	1.065	.130	.266	8.200	.000	.339	.240	.211	.632	1.581
	MeanINSUR ANCEPLAN	.215	.036	.165	5.940	.000	.286	.176	.153	.863	1.158
	MeanMONE YVALUEK NOW_sqrt_ Ref	-.948	.089	-.296	-10.621	.000	-.113	-.305	-.273	.852	1.174
	MeanINTEN TOPLAN_sq rt_Ref	.479	.109	.127	4.403	.000	.258	.131	.113	.801	1.249

a. Dependent Variable: MeanRETCONFIDENCE

Hierarchical Multiple Regression Results – Model 2 (Government Working Adults)- Mediation Relationship

Step 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanFSOTHERS, MeanEXPRETIREAGE_sqrt, MeanFINPRACTICES, MeanFINLITERACY, FSPARENT_sqrt_Ref, MeanCASHMANAGE, MeanGOALCLARITY, MeanATTITUDE ^b	.	Enter

Dependent Variable: MeanINTENTOPLAN

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	31.532	8	3.942	21.720	.000 ^b
	Residual	101.261	558	.181		
	Total	132.794	566			

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.487 ^a	.237	.227	.42600	.237	21.720	8	558	.000

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.993	.227		8.785	.000					
	MeanFINPRACTICES	.089	.045	.088	1.983	.048	.300	.084	.073	.699	1.430
	MeanFINLITERACY	.154	.035	.175	4.343	.000	.238	.181	.161	.841	1.190
	MeanEXPRETIREAGE_sqrt	-.045	.081	-.027	-.562	.574	-.124	-.024	-.021	.582	1.717
	MeanATTITUDE	-.053	.036	-.075	-1.465	.144	-.186	-.062	-.054	.524	1.908
	MeanGOALCLARITY	.288	.042	.304	6.904	.000	.425	.281	.255	.705	1.418
	FSPARENT_sqrt_Ref	.206	.096	.087	2.150	.032	.164	.091	.079	.839	1.191
	MeanCASHMANAGE	-.049	.025	-.081	-1.944	.052	-.171	-.082	-.072	.787	1.270
	MeanFSOTHERS	-.042	.031	-.055	-1.347	.178	.089	-.057	-.050	.810	1.235

a. Dependent Variable: MeanINTENTOPLAN

Step 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanINTENTOPLAN ^b	.	Enter

a. Dependent Variable: MeanRETCONFIDENCE

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.250 ^a	.063	.061	.67925	.063	37.767	1	565	.000

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.744	.223		7.836	.000					
	MeanINTENT OPLAN	.362	.059	.250	6.145	.000	.250	.250	.250	1.000	1.000

Dependent Variable: MeanRETCONFIDENCE

Step 4

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	FSPARENT_sqrt_Ref, MeanFINLITERACY, MeanFINPRACTICES, MeanGOALCLARITY ^b	.	Enter
2	MeanINTENTOPLAN ^b	.	Enter

a. Dependent Variable: MeanRETCONFIDENCE

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.391 ^a	.153	.147	.64751	.153	25.328	4	562	.000
2	.401 ^b	.161	.153	.64500	.008	5.383	1	561	.021

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.726	.300		2.421	.016					
	MeanFINPRACTICES	-.072	.065	-.049	-1.109	.268	.143	-.047	-.043	.762	1.313
	MeanFINLITERACY	.170	.051	.134	3.306	.001	.213	.138	.128	.920	1.087
	MeanGOALCLARITY	.450	.061	.328	7.351	.000	.361	.296	.285	.758	1.320
	FSPARENT_sqrt_Ref	.303	.141	.088	2.147	.032	.146	.090	.083	.899	1.113
2	(Constant)	.495	.315		1.575	.116					
	MeanFINPRACTICES	-.090	.066	-.061	-1.373	.170	.143	-.058	-.053	.752	1.331
	MeanFINLITERACY	.153	.052	.121	2.961	.003	.213	.124	.115	.902	1.109
	MeanGOALCLARITY	.405	.064	.295	6.324	.000	.361	.258	.245	.688	1.454
	FSPARENT_sqrt_Ref	.282	.141	.082	2.007	.045	.146	.084	.078	.895	1.117
	MeanINTENTOPLAN	.146	.063	.101	2.320	.021	.250	.097	.090	.786	1.273

Dependent Variable: MeanRETCONFIDENCE

Hierarchical Multiple Regression Results – Model 3 (Private Working Adults)- Mediation Relationship

Step 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanINVESTTRISKKNOWpri_sqrt_Ref, DEdu2, MeanATTITUDEpri_sqrt, MeanINSURANCEPLANpri, MeanGOALCLARITYpri, MeanFSOTHERSpri, MeanFINLITERACYpri ^b	.	Enter

a. Dependent Variable: MeanINTENTOPLAN_sqrt_Ref

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.476 ^a	.227	.217	.20018	.227	22.401	7	534	.000

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.986	.095		10.431	.000					
	DEdu2	.064	.020	.125	3.149	.002	.155	.135	.120	.924	1.083
	MeanFINLITERACYpri	.064	.016	.197	3.903	.000	.383	.167	.149	.569	1.759
	MeanATTITUDEpri_sqrt	-.055	.038	-.059	-1.453	.147	.011	-.063	-.055	.883	1.132
	MeanGOALCLARITYpri	.074	.015	.228	5.068	.000	.342	.214	.193	.713	1.403
	MeanFSOTHERSpri	-.018	.016	-.055	-1.151	.250	.201	-.050	-.044	.645	1.551
	MeanINSURANCEPLANpri	.016	.016	.044	1.033	.302	.178	.045	.039	.800	1.249
	MeanINVESTTRISKKNOWpri_sqrt_Ref	.195	.051	.172	3.811	.000	.338	.163	.145	.715	1.399

Step 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanINTENTOPLAN_sqrt_Ref ^b	.	Enter

a. Dependent Variable: MeanRETCONFIDENCEpri

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.272 ^a	.074	.072	.75220	.074	43.249	1	540	.000

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.216	.249		4.876	.000					
	MeanINTENT OPLAN_sqrt_Ref	.940	.143	.272	6.576	.000	.272	.272	.272	1.000	1.000

Dependent Variable: MeanRETCONFIDENCEpri

Step 4

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	MeanINVESTTRISKKNOWpri_sqrt_Ref, DEdu2, MeanGOALCLARITYpri, MeanFINLITERACYpri ^b	.	Enter
2	MeanINTENT OPLAN_sqrt_Ref ^b	.	Enter

a. Dependent Variable: MeanRETCONFIDENCEpri

b. All requested variables entered.

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.509 ^a	.259	.253	.67489	.259	46.883	4	537	.000
2	.519 ^b	.269	.263	.67071	.010	7.701	1	536	.006

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
(Constant)	1.622	.251		6.451	.000					
DEdu2	.224	.068	.127	3.301	.001	.180	.141	.123	.934	1.071
MeanFINLITERACYpri	.409	.052	.364	7.849	.000	.393	.321	.292	.641	1.560
MeanGOALCLARITYpri	.329	.046	.295	7.113	.000	.359	.293	.264	.802	1.247
MeanINVESTRISKKNOWpri_sqrt_Ref	-.906	.171	-.231	-5.280	.000	.057	-.222	-.196	.723	1.384
(Constant)	1.249	.284		4.404	.000					
DEdu2	.200	.068	.113	2.939	.003	.180	.126	.109	.918	1.089
MeanFINLITERACYpri	.384	.052	.343	7.325	.000	.393	.302	.270	.623	1.604
MeanGOALCLARITYpri	.301	.047	.270	6.394	.000	.359	.266	.236	.765	1.307
MeanINVESTRISKKNOWpri_sqrt_Ref	-.982	.173	-.250	-5.686	.000	.057	-.239	-.210	.705	1.419
MeanINTENTOPLAN_sqrt_Ref	.401	.144	.116	2.775	.006	.272	.119	.102	.780	1.282

a. Dependent Variable: MeanRETCONFIDENCEpri